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"Millions of migrant workers around the world have to struggle with all sorts of abuse and discrimination ... They frequently accept their lot in the hope that their children will have a more rewarding life." See: The Sweatshop Legacy.

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Labour Canada Travail Canada

NEWS BRIEFS

PAY INCREASE ADVANCED

About 18,000 production workers of the Steel Company of Canada were given some **help in the fight against inflation** when the company advanced to April 1 a 15-cent-an-hour pay increase not due to be paid until August 1.

The workers, members of the United Steelworkers of America employed in Stelco operations across Canada, received about $6 a week extra, retroactive to April 1. The 15 cents an hour was the regular raise negotiated between Stelco and the Steelworkers in their 1972 contract. On August 1, the workers will receive another $6 a week raise not covered in that contract; it is classed as a cost of living increase and will apply only to straight time hours.

Shortly after Stelco announced the pay increases, Dominion Foundries and Steel Limited, which has no

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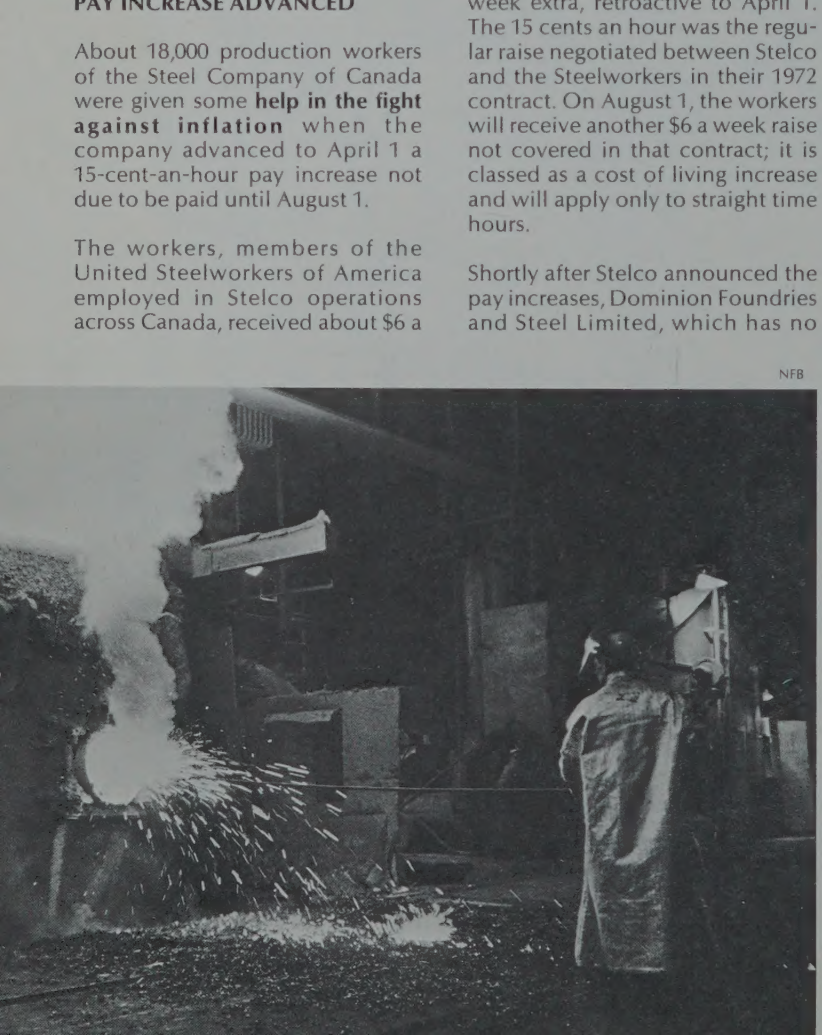


union, also announced a wa increase of 15 cents an hour eff tive April 1.

James Coffer, President of Ste workers Local 1005 at the Ste Hilton Works operation in Ham ton, said the pay increase was result of union-manageme discussions that had started bef last Christmas. Stelco rejected idea at that time, but further me ings in January and afterward led the advanced increases.

About a week following the Ste and Dofasco announcements, t other major corporations, Algo Steel and Westinghouse, said th will give more than 11,300 empl ees cost of living and wage bene on top of the negotiated p increases in the workers' curr contracts.

Algoma's wage increase for 8,(employees—6,500 of them Ste workers—is 15 cents an hour ret active to April 1, four mont ahead of the scheduled imp mentation date. In additio Algoma workers will receive a c of living bonus.

A general increase of 16 cents hour for 3,300 Westinghou workers was raised to 24 cents, a the cost of living bonus, due to implemented in August, will doubled to 16 cents.

Other companies that have giv their workers retroactive cost living allowance increases varying amounts include Algom Mines, International Nic Company of Canada, Falconbrid Nickel Mines, Lake Ontario Ste and the British Columbia pulp a paper industry.

ESCALATOR CLAUSES SOUGHT

Québec's three major **labour federations have formed a common front** to help the 500,000 workers they represent receive protection from inflation through mid-contract wage increases or the inclusion of cost of living escalator clauses in renegotiated agreements.

About 450 delegates from the Confederation of National Trade Unions (CNTU), the Québec Federation of Labour (QFL), and the Québec Teachers Corporation (QTC) met in Québec City in late March to discuss what action is needed to combat the high cost of living.

There was no consensus as to how the federations can have collective agreements reopened, but a joint committee was established to co-ordinate localized efforts in the anti-inflation campaign. A CNTU resolution calling for a one-day general strike—which would have been held on May 1—was not adopted, but QFL representatives did not rule out the possibility of such a strike if it became necessary.

The March meeting was the federations' first major show of solidarity since 1972, when they joined forces to help Québec public employees negotiate contracts with the Government. That common front ended in an 11-day general strike by the public servants; when Marcel Pepin of the CNTU, Louis Laberge of the QFL and Yvon Charbonneau of the QTC urged hospital workers to ignore a back-to-work injunction and stay out on strike, they were sent to jail for contempt of court.

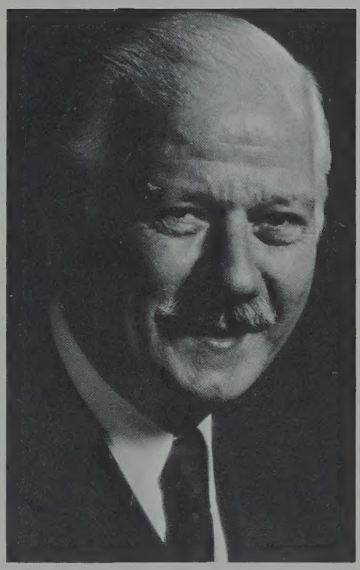
While Québec workers are fighting for escalator clauses, workers in other provinces, albeit a small minority, are having them written into new contracts or are including them in renegotiated contracts. After six weeks of wildcat strikes, the Brunswick Mining and Smelting Corporation of Bathurst, New Brunswick, renegotiated the pay of 1,000 workers. Some 4,000 Metropolitan Toronto and City of Toronto workers rejected an initial wage increase of 20 per cent over two years because there was no provision for a cost of living allowance; the workers now have their protection. The United Automobile, Aerospace and Agricultural Implement Workers of America successfully negotiated cost of living clauses in contracts with General Motors, Ford and Chrysler (LG, Feb., p. 92).

But these examples are the exception rather than the rule. A survey of 1,675 collective agreements signed in Ontario has disclosed only 112 cost of living clauses; 150 of 780 agreements covering 500 or more workers regardless of province contain such provisions. Although escalator clauses may become standard in future contracts, few workers today enjoy the protection they offer.

STATUS OF WOMEN COUNCIL

The 11 members of a newly-established advisory council on the status of women in Saskatchewan will include two men. Appointed to work with Chairperson Margaret Harris of Saskatoon are Agnes Davidson, Mabel Fleming, Ken Haggerd, and Nadine Hunt of Regina; Violet Hogg, Marian Wedge and John Stratychuk of Saskatoon; Dixie Green of Swift Current; Jean Seggie of Holbein; and Elaine Zimmer of Muenster.

The council will examine the Report of the Royal Commission on the Status of Women as it applies to Saskatchewan and will encourage discussion on its recommendations.



Mansbridge

CANADA ASSISTS ILO

S. H. Mansbridge, Assistant Deputy Minister (Administration) of the Department of Health and Welfare, left Ottawa in March for a nine-month assignment with the International Labour Office in Geneva.

Mansbridge will be co-ordinating a steering committee preparing a report on ILO's management and personnel questions. The report will be given to ILO Director-General Francis Blanchard for presentation to the organization's 12-member governing body, of which Canada is a member.

MINIMUM WAGE INCREASE

Saskatchewan's minimum wage will increase to $2.25 an hour from the current $2.00 effective July 2, according to the recommendations of the Saskatchewan Minimum Wage Board. In making the announcement of the higher minimum wage, Labour Minister Gordon Snyder said the increase is necessary because of escalating prices.

BUDGETS HELP LOW EARNERS

Recent budgets brought down in Ontario and Québec contained **good news for** residents of those provinces who can least afford the current inflation spiral: **pensioners, handicapped persons and low-income earners.**

In **Ontario,** blind, disabled persons on social assistance and old age pensioners will receive the highest guaranteed annual income in the country—$2,600 for singles and $5,200 for couples—effective July 1. The income supplement program, called the Guaranteed Annual Income System (GAINS), will provide single blind or disabled persons, and pensioners 65 and over with a monthly income of $216.67. Married couples will be guaranteed $433.33. The Ontario Government through GAINS will make up the difference between these amounts and the income the singles or couples receive from most outside sources, from social assistance or from the federal old age security and guaranteed income supplements.

The maximum GAINS payment to a single pensioner with no outside income will be $25.61, based on the July 1 old age security payment of $112.29 and the guaranteed income supplement of $78.77. Couples with no outside income will receive a maximum GAINS payment of $68.84, which will boost the federal security program and guaranteed income supplement payments of $364.49 to the monthly minimum of $433.33. A similar couple with $100 in outside income will receive a monthly GAINS payment of $18.84 and federal payments of $314.49, for an identical total of $433.33.

It is estimated 310,000 will benefit from GAINS, including 31,000 blind and disabled persons on social assistance. Of the 270,000 pensioners to receive GAINS cheques, about 120,000 will receive the maximum payments.

Also included in the Ontario budget was a provision for the province to pay drug costs for more than 640,000 persons receiving federal income supplements, family benefits and welfare payments. This program will commence September 1.

Québec's recent budget, the fifth successive one without a tax increase, reduced the taxes of low-income earners, the aged and the handicapped.

The budget expanded several tax breaks that had been introduced in previous budgets, offering approximately 150,000 low-income earners an average tax saving of $120. Budget highlights: the tax-exempt bracket was raised $100 to $2,600 for single taxpayers and $200 to $5,200 for married ones; the exemption for aged, chronically ill, or handicapped persons was raised to $1,000 from $650; and the exemption allowable for the income of a taxpayer's spouse was doubled to $500. For other individuals and corporations, the tax picture remained unchanged.

LABOUR vs. DISCRIMINATION

Labour unions, pressure groups and community organizations must **lead the fight against discrimination** in society, the head of the British Columbia Human Rights Commission told delegates at a Labour Institute on Human Rights meeting.

Kathleen Ruff said that racial discrimination exists in Canada and unions should show leadership in correcting this by assisting immigrants and minority groups to protect their rights by organizing.

Employers must review hi
procedures, pay scales and pro
tion practices, and they sh
institute more training
apprenticeship programs for et
workers, she asserted. Cana
society should be integrated,
equal opportunities for a
education, employment
decision-making.

MERGER ENDS UNION

**The Cigar Makers Internati
Union of America** ended its
year history in March w
convention delegates **vote
merge with the Retail, Whole
and Department Store Un**
Founded in 1864 but formed
local unions going back 20 y
before that, the Cigar Ma
pioneered some of the gre
causes of American unionism.
its passing appears to have g
almost unnoticed and unmour
There was reportedly no pres
broadcast coverage of the me
convention where 21 deleg
representing only 2,500 membe
a union that once had 70
members voted unanimously
the merger.

It was on June 21, 1864 that
gates from several eastern
cities met in New York and for
the Cigar Makers National Un
With the affiliation of Cana
cigar makers, the name
changed in 1867 to Cigar Ma
International Union. In the y
that followed, the union fo
against convict and child lab
and joined the struggle for
shorter workday and sani
working conditions. It develo
the first union label and gave
Gompers to the labour movem
Gompers was an officer of
Cigar Makers before going o
organize the American Federa
of Labor in 1886, remaining
president almost continuo
until his death in 1924. M
Azpeitia was the Cigar Makers
president, having been at its h
since 1948.

NTERNATIONAL OUNDUP

C'COTT ENDORSED

13-million member American eration of Labor-Congress of ustrial Organizations **(AFL-CIO) officially endorsed a nation-e boycott of California lettuce table grapes** to aid the United n Workers of America in its ade-long struggle with Califor-growers. The boycott is to last l the growers recognize Cesar vez's UFW as the legitimate aining representative of the n workers.

CIO President George Meany urged all Americans to rally nd the UFW in its fight for rfication. Several union organi-ons in Canada, including CUPE, QFL, the BCFL and the OFL, are backing the UFW's boycott of lornia grapes and lettuce.

RKMEN'S COMPENSATION

anized labour in the U.S. is **ying aggressively** in Congress is year **for federalization of e-controlled workmen's pensation,** and the demand is ke to generate a head-on clash between union and business influence on Capitol Hill, according to **U.S. News and World Report.** The magazine quotes the AFL-CIO's chief lobbyist, Andrew J. Biemiller, as saying: "We're going to push like hell on it. It will primarily be us against [the U.S. Chamber of Commerce.]"

Although the 13-million member AFL-CIO has other important legislative objectives in Congress, these are likely to be overshadowed by the workmen's compensation issue. A special study commission set up under the Occupational Safety and Health Act concluded that the federal Government should set minimum standards because there are wide variations in practices, state to state. The proposed legislation for which labour is lobbying vigorously would provide universal coverage to all workers who suffer an injury or illness as a result of employment, eliminate fixed rates for benefits, end ceilings on medical benefits, and periodically adjust benefit levels to protect disabled workers against inflation.

The proposals have come under heavy fire from the Chamber of Commerce, which reportedly said that the issue is "whether there should be sweeping federal intervention and control over still another state program." The Chamber warned that the proposal would impose "far reaching" and "extremely costly" controls that were "definitely unnecessary," said **U.S. News and World Report.** The National Commission on State Workmen's Compensation Laws, has told Congress, however, that federalization of the program is needed because of the inadequacy of most state laws.

In other legislative areas, the AFL-CIO is hoping to whip up Congressional support for **two other major issues: foreign trade restrictions and extended unemployment insurance coverage.** "Labour believes that the furor over oil industry prices and profits will lay the groundwork for revival of overseas trade restrictions proposed in the Burke-Hartke trade legislation but opposed by the Nixon Administration," observed **U.S. News and World Report.** In other words, labour wants the U.S. Government to protect American jobs by discouraging further overseas investment. Repeal of the foreign tax credits is at the core of the Burke-Hartke protectionist proposals. Labour hopes also to win approval of extended unemployment benefits for all workers laid off as a result of the energy crisis. In addition, it is asking for an increase in the minimum wage.

EDICT FOR DRESS

Industrial Relations Europe reported in its March number that employers in Belgium will be compelled by royal edict to furnish some 1,700,000 employees with clothing and uniforms "appropriate to the performance of their jobs or professions." Not only furnish the attire but attend to its care, upkeep and cleanliness! For their part, "employees must wear the garments provided." Effective date is January 1, 1975.

ABSENTEEISM SURVEY

The average American worker is absent from work nine days a year, a recent survey on job absenteeism in the U.S. revealed. The survey, which covered 931 industrial and commercial firms throughout the country, was conducted by the editorial staff of the publishing firm Prentice-Hall, in co-operation with the American Society for Personnel Administration.

Manufacturing firms reported the highest average rate of absenteeism—10½ workdays annually per employee. Research and development firms, retail stores and hospitals had annual rates of nine to 10 days per employee, compared with eight to nine days for insurance companies and other offices, 6.9 days for public utilities, and 6.7 days for banks.

Employee illness and personal problems were the principal reasons for absence in all categories. Alcoholism and drug abuse were the least common. Other reasons included commuting problems, poor supervision, and an "irresponsible attitude towards work," which the study defined as a "deterioration in the work ethic."

MARRIAGE vs. JOBS

A growing number of **Egyptian women are giving up their jobs to get married,** according to a recent survey by Egypt's Social Research Institute. The study found that during the past four years, 15,000 women in a female workforce of half a million quit their jobs as soon as they were certain that they were getting married.

"The most serious thing is that the women do this freely despite the long and difficult struggle they have waged to win equality with men in the workforce," Abdel Halim el Kadi, head of the institute, was reported as saying. "The importance of marriage is repeatedly stressed as girls grow up in Egypt," he explained. "Some are prepared to sacrifice a job to get termination pay and thus help a future husband to furnish their home." Under government law, when Egyptian employees leave their jobs, they receive half a month's pay for every year of the first five years of their employment and a month's salary for every additional year.

The institute suggested that **the Government should establish a fund from which female workers could draw marriage loans** to help furnish their homes so that they could continue working. It recommended also that women be paid the same wages as men doing the same work, and that day care centres for children be established. But the report conceded that the greatest obstacle to women working is the insistence by many Egyptian men that their wives quit their jobs upon marriage because a wife who makes money might give the impression that her husband is not a good provider.

Feminist Dr. Nawal el Saawy says the importance of work for women is still not understood by Egyptian men. "They reluctantly accept the working wife so that she can help raise the economic standard of the family, but men don't understand that women need a job to feel independent and useful. Women want to contribute to society as employed workers, not only as housewives and mothers."

In another development, Egypt's President Anwar Sadat recently appointed his **first female cabinet minister, and Egypt's first women judges** were named this year.

SABBATICALS POPULAR

There appears to be **growing interest in sabbatical leave** as a form of worker benefit. A rec Conference Board survey of companies found that 45 per have some kind of formal or in mal policy on sabbaticals. most of the sabbaticals, wh range from six to 12 months, le an employee free to enroll full-time student, work for Government or participate social service activity. IBM, example, gave sabbaticals to ne 3,000 employees last year, Xerox's social service le program sent 40 employees various causes in its first two ye IBM looks upon its sabbaticals "personal development" progr The benefits of the educational government programs are di and obvious, a company spok man was reported as saying. " employee comes back renewed, happier and with broa experience."

Compensation policies of fi granting sabbaticals vary, depe ing on the kind of leave. **Du Magazine** said in its March num that executives in governm programs are paid by the Gove ment, although they often re certain company benefits. Th on social service leave usually full salary and benefits; those educational leave may receive cost of tuition, but have their sa cut back.

CONTRACTS SAID IMMUTABL

In France, **workers affected b merger or takeover are n protected by law.** France's High Court of Appeal (Cour de Cas tion) decreed recently that whe merger or takeover occurs, all te of a collective agreement remai force no matter who follows in employer's role. In other wo work contracts are both immuta and transferable.

UNIONS GROWING

rikes by municipal workers and chers, unheard of a few years o, are becoming a widespread eat in the U.S. as unions of olic employees gain strength," . **News and World Report** noted April. Since 1960, the number of erican public service employees unions has more than doubled, magazine observed. At latest unt, nearly 20 per cent of all ernment employees belonged unions as compared with 12.8 cent in 1960. According to U.S. partment of Labor estimates, the nber of union members in the olic sector had risen to 2,461,000 the end of 1972. An additional ,53,000 government workers ong to associations that, hough not considered unions, gain on behalf of their mbers.

Te growth of membership in olic service unions and associa-os—in comparison with the total nber of such employees—has en faster than in the private or," said **U.S. News and World eort.** A study by the Brookings stitute, a private research organi-on, was quoted by the maga-ie as saying: "In less than a eade of intensive organizational ivity, unions and associations in public sector have succeeded rganizing a higher proportion employees than have been nized in the private sector in 35 rs of protection and encour-gment under the National our Relations Act. Approxi-ely one fourth of all private-or wage and salary workers ong to labour unions. By parison, one half of all federal loyees were union members in 6, and an even higher propor-of the nation's schoolteachers elonged either to the National cation Association or the rican Federation of Teachers."

The largest of the public sector unions—the State, County and Municipal Employees—with some 650,000 members claims to be the fastest growing of the AFL-CIO affiliates. In Canada, the fastest growing union is apparently the Canadian Union of Public Employees, which claims to be attracting 1,000 new members a month.

Most of the U.S. unions in the public sector favour the enactment of a federal law to establish, on a national basis, the right of all government employees to bargain collectively, said **U.S. News and World Report.** Some states do not have laws covering negotiations between unions and public service units, and pressure is being exerted in some state legislatures to extend bargaining rights to these units. The pressure for bargaining rights for public workers is also being felt in Congress, the magazine reports. "This is one of the measures the labour movement expects to win if it succeeds in its 1974 goal of enlarging the 'liberal' voting bloc in the November elections."

■ In West Germany, unionized public servants outnumber other union members. 1972 figures show that 73.4 per cent of public service employees are organized, whereas only 42.7 per cent of blue-collar workers and 21.2 per cent of white-collar employees in the private sector are organized.

INTER-UNION CO-OPERATION

Greater co-operation and even outright amalgamation appears to have been the topic of conversation among the major international trade union organizations in recent months.

Towards the end of January the Executive Committee of the European Trade Union Confederation (ETUC) voted to admit into membership affiliate members of the European Organization of the World Confederation of Labour (EO-WCL). ETUC, which was established last year basically in response to the expanded European Common Market, is composed primarily of affiliates of the WCL's rival international trade union organization, the International Confederation of Free Trade Unions (ICFTU).

To date, ETUC has admitted into membership WCL affiliates from Belgium, Finland, France, Luxembourg, the Netherlands and Switzerland. With the recent additions of the Irish Congress of Trade Unions and the Solidarity of Basque Workers from Spain, ETUC now has 33 million members from 16 countries.

Relations between the ICFTU and the WCL became even closer following a recent meeting in Geneva of their executive committees. Delegates agreed to propose to their respective parent bodies the establishment of a joint working committee to study the means of attaining greater co-operation and a possible merger between the two organizations.

The ICFTU-WCL détente might be viewed against the background of a significant meeting between East-West European trade union bodies. National trade union leaders from Western countries and representatives of the (Communist) World Federation of Trade Unions (WFTU) met for the first time in 25 years in Geneva following a recent European Region ILO Conference.

The communiqué issued by the meeting spoke of an "extension of mutual consultations and exchanges of opinions and experiences" and suggested the holding of an all-European trade union conference on the harmonization of the work place toward the end of 1974.

Treatment of Immigrants

THE SWEATSHOP LEGACY: STILL WITH US IN 1974

by GEORGE SANDERSON

"Things are OK now, but the first few years were very frustrating: we suffered a lot," recalls Gabrielle Bianchi, who came to Canada 19 years ago with her parents at the age of five.

"Both my parents had good jobs in Europe. My father was a qualified technician; my mother, who had graduated from university, was employed as a teacher. But we spent our first months in Canada picking tomatoes and tobacco in Ontario. **We couldn't speak much English, and no one would recognize my parents' qualifications.**

"We knew other immigrants who had similar problems. A friend of my father's, a qualified engineer, was washing latrines in an Ontario railway station."

The end of the picking season brought unemployment to the Bianchi household. "Our first winter was horrible—no work, and barely enough to eat. My mother was expecting her second child. I don't know how we survived," Gabrielle said. "Finally, my father, who could have taught some of his potential employers a thing or two about their trade, was offered a job as an electrician's apprentice.

"It didn't work out too well, though, and it was o after working as a labourer for 18 months that landed a job at least vaguely related to his diplo and experience—as a projectionist in a movie thea But the theatre went out of business, and he unemployed for two years. In the meantime, mother went to work as a waitress and cook.

"Many people refused to hire my father because wasn't Canadian. No one would give him a chanc show what he could do. It was only after he beca a Canadian citizen that things began to get better.

Gabrielle started school shortly after her arriva Canada. **Both teachers and pupils were unkind to at first.** "They said I was a dumb kid because I di speak English," she remembers. "The teacher wo get very angry each time I didn't understand so thing, and the other children picked on me all time. For five years I was an outcast. But my bro and sister were luckier; they were born here, they w accepted from the start."

Why did the Bianchis leave Europe? "It was econo cally and politically unstable in those years. We w also lured by the promise of jobs and plenty. We w told Canada was a land of opportunity. We di realize that an immigrant can face so many hardsh I guess we expected too much.

y parents wanted to return to Europe, but we didn't e enough money, not even to pay for the fares. o, it wasn't easy for them to accept defeat, to admit t they had failed. They just kept on hoping and aming."

ada's immigrants aren't the only ones who may e hardship. Millions of foreign workers around the ld have to struggle against all sorts of abuse and crimination, according to a recent report by the rnational Labour Organization. The report, which be discussed at this year's International Labour nference in Geneva, contains fresh proposals for **rnational action to protect migrant workers from ctices that violate their fundamental human rights.** nother development, the member states of the opean Economic Community have formulated a al charter to benefit specific groups, including rant workers, who are not receiving their fair share urope's prosperity.

ILO estimates that migrant workers and their ilies number some 11 million people in Western ope, and more than six million in North America, h smaller but subtantial numbers in South America, tralia and southern Africa.

EGAL IMMIGRANTS

y part of this migration is organized. "Clandestine migrants can be found everywhere," the ILO ned. Some try to enter their host country by posing ourists; many others are smuggled in by unscrupu- s traffickers who extort substantial sums from the ins. Mexicans, for example, pay as much as $300 to gally cross the U.S. border. There have also been orts of illegal immigrants being stripped of all their sessions by the trafficker.

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How many foreigners enter Canada illegally, officials can't even guess. But in an effort to check unauthorized entry, the federal Government recently tightened its immigration control and enforcement program. In the past, there was little control over the entry of non-immigrants who wished to work in Canada.

People could come as visitors and then apply for landed immigrant status if they so desired. In November 1972, however, the right of non-immigrants to adjust their status in Canada was withdrawn. The new regulations, effective since January 1, 1973, require visitors, and others seeking temporary entry for more than three months, to register with immigration officials; non-immigrants who come here to work for a limited period must obtain an employment visa. About 15,000 persons, however, were received as immigrants in 1973 under a special program to legalize the status of unauthorized residents.

Things are tightening up across the ocean as well. For many years the illegal arrival of tens of thousands of foreign workers was an accepted fact of European life. Now, **several European governments are trying to crack down on the illicit traffic.** The French, for example, have taken to date-stamping the passports of foreign tourists. In addition to stricter passport controls, the authorities have put extra police on border duty, and will in future run a much stricter check on employers to see that they do not employ aliens who are without work permits. In West Germany, the Government is threatening employers of illegal immigrants with prison sentences.

WHY DO THEY COME?

Emigrants who are not political refugees usually leave home because of a shortage of jobs and money. Their native countries, beset by inflation and unemployment, and needing the remittances that the workers frequently send home, usually encourage the exodus. In addition, emigration gives the workers a useful taste of industrialized life, and trains them in skills they can take back home—but only at a personal cost to the migrants that is rarely mentioned by the media in Canada.

The ILO says that **large numbers of aliens around the world are victims of exploitation and unequal treatment.** With few spokesmen to express their grievances, they lead lives filled with insecurity, stress and alienation. Many live in constant fear of arbitrary or unfair expulsion, and this in turn makes them willing

to accept substandard conditions of employment. The migrant "hesitates to avail himself of his acknowledged rights and safeguards for fear of losing his job," for this might mean he would have to leave the host country, the ILO report observes. Moreover, "in many countries, the laws and regulations restrict, at least for a certain period of time, migrants' possibilities to choose freely their jobs and places of work."

It is not uncommon for **aliens**—particularly the illiterate and unskilled—to **fill the dirtiest, most dangerous and least desirable jobs,** the jobs rejected by the native population. ILO statistics show that the accident rate for migrants tends to be 2½ times higher than for other workers, because of the risks in certain industries that employ them, lack of skill and experience, ignorance of safety regulations, language difficulties, and insufficient understanding of instructions and warnings.

Some skilled migrant workers cannot obtain suitable employment because their qualifications are not recognized by the host country. "In addition, dislike of immigrants by nationals of the host country is all too common," reports the ILO. "This adverse social climate affects migrants' chances of obtaining or keeping a job, or being promoted. It may even lead to inequality in pay, the exclusion of aliens from the scope of provisions in laws and collective agreements, and participation in trade union activities."

Suitable housing for immigrants is one of the major problems faced by receiving countries, the ILO study continues. Most of these countries suffer from housing shortages, and moderately priced accommodation is almost impossible to find in urban and industrial centres. This makes it difficult for immigrants to bring their families with them. There is also an urgent need to improve social services for foreign workers and to help them adapt satisfactorily to the host country.

NFB

THE CANADIAN SCENE

Canada received 184,200 authorized immigrants 1973 alone, bringing the total since Confederation more than 10 million. The 1973 total included 117,7 newly arrived immigrants, and 66,467 "temporar residents who were granted approval to rema permanently. Ontario continued to attract the greate number of arrivals—103,187, followed by Briti Columbia with 27,949 and Québec with 26,871. Abo half the immigrants who arrived in the past year ha joined the labour force.

Although federal Department of Labour offici admit to the existence of discrimination agair immigrants in Canada, they say that it is difficult assess the true nature and extent of discriminato practices, because **new settlers are usually reluctant express their grievances to the authorities and do only as a last resort.** Many of the complaints that t authorities receive are about qualifications not bei recognized.

A recent study by the Department of Manpower ar Immigration showed that, although most immigran make a fairly rapid economic adjustment, **few fi their first jobs in their intended occupation.** Said Egyptian immigrant who spoke fluent French: "I can to Montreal thinking I would be able to go on workir as an engineer. I ended up selling insurance." Anoth thought his degree in dentistry would be useful. "Aft all, the techniques are the same all over the world, ar they could have tested my competence with examination or something." But "they" didn't. He ha to go back to school for several years to obtain Canadian degree before he was allowed to practic "It's a good thing I had some money when I came he remarked.

One immigrant interviewed by the author was highly successful accountant and business manager his home country. Yet he went through nine jobs ar seven months of unemployment in his first two yea in Canada. "If it wasn't my age [he is in his 40s], it w my nationality that they [prospective employer objected to," he said. "They could see that I was qua ified and that my French and English were good, b most of them said: 'We are looking for someone wi Canadian experience'. It seems that the only way acquire this 'experience' if you are a foreigner is start at the bottom, to take any job that comes alon at any salary, whether it is in your field or not—and quit when you can't stand it any more." It's not a uncommon story.

Employers frequently hire immigrants for "dirty jobs at low-paying jobs that Canadians are reluctant to take," according to Milton Little, Supervisor of Services for Working People, an inquiry and multiservice centre established by the Ontario Human Rights Commission. Little said that 80 per cent of the complaints and inquiries received by the centre are from immigrants. "The integration of aliens into the workforce is compromised by several factors," he explained. "One of the principal problems is language. Another is the lack of neighbourhood centres to provide newly arrived immigrants with information and advice."

Echoing Little's views, Donald Montgomery, President of the Labour Council of Metro Toronto, asserted that **"the immigrant is here just to keep the machinery going.** He is simply a source of cheap labour, a resource like iron ore." Speaking recently at a forum for Italians in Canada held at York University, Montgomery described Canada's immigration policy as a "business policy" designed to allow employers to "make a buck" and "not based on humanitarian principles."

And some employers do try to "make a buck" at the expense of the migrant worker. **Thousands of immigrants, unaware of such a thing as a legal minimum wage, can toil up to 60 hours a week for less than $1 an hour.** For the most part illiterate and unskilled, speaking neither French nor English—even after several years in Canada, because they are not exposed to either language at home or at work—the unwary newcomers are prepared to do anything to earn their living. Many are sponsored by relatives already in Canada, and have come to escape the poverty and lack of opportunity in their own countries. Although they may never escape low wages, long hours, and poor housing, **they frequently accept their lot in the hope that their children will have a more rewarding life.**

As Montreal writer Sheila Arnopoulos put it: "While they dream of 'tomorrow', they man the clanging textile and clothing factories, they clean toilets in glittering downtown high-rises, wash dishes in grimy restaurant kitchens, pull switches, and operate machinery in fuming plastics and chemical factories, abattoirs and machine shops."

In a recent report in **The Montreal Star,** Mrs. Arnopoulos pointed out that the tradition of an unskilled immigrant labour force toiling at dirty, poorly paid jobs shunned by native Canadians goes back to the early days of Canada's history. "In the 1800s, for example, the exploited group were the Irish,

Canada Wide Feature Service Ltd

Investigator Arnopoulos

who came to Canada to escape the great potato famines. They worked on such projects as the Rideau Canal system, where they reportedly 'worked like horses' and 'died like flies'. Later, those at the bottom of the 'vertical mosaic' were the Chinese coolies, who provided cheap labour for the building of the railways. Today it is the newly-arrived and unskilled West Indians, Asians and Southern Europeans who stand on the bottom rung of the social and economic ladder."

QUÉBEC'S LABOUR SCENE EXPOSED

To find out how these people fare on the job, Arnopoulos decided to "work where they work, at their hours and at their pay." Hers was a journey into hell. "It is where you get $74 a week working eight to five on the minimum wage (then $1.85 an hour in Québec), or even less if you don't know the law. It is the monotony of the assembly line, the exhaustion of pumping away at one mechanical task 1,000 times an hour, up to 10 hours a day, five, sometimes six days a week, with only 15 minutes for a bite of lunch over the machine."

During her two weeks of factory work, she uncovered **numerous instances of employers "flagrantly violating" Québec's Minimum Wage Act** in the certain knowledge that "they are going to get away with it." Why? Because "the Minimum Wage Commission does not have a tough enforcement system. It will go after employers when complaints are registered, but **only a minority of underpaid workers complain."** Most employees are reluctant to file an official complaint against an employer while they are working for him, for fear of being persecuted or fired.

Among the abuses Arnopoulos listed: a dishwasher who worked a 60-hour week for $50; a sewing machine operator on piecework who cleared $37 for 135 hours of work; a knitting mill employee who worked 12 hours a day without overtime benefits.

The Minimum Wage Commission relies on complaints because it doesn't have enough inspectors to seek out abuses, she explained. "In Montreal, for example, where there are thousands of non-union shops, the Commission has only 50 inspectors, most of whom are occupied chasing down complaints." Fines—ranging from $10 to a maximum of $100—are no deterrent, and "no employer violating the Act fears a surprise visit from a commission official. Even a registered complaint is not considered that serious. All the employer will have to pay is a maximum of six months back wages."

Some 400,000 workers in Québec are supposedly receiving the minimum wage, but thousands are cheated, asserted Arnopoulos. Last year, she reported, as a result of complaints from workers, the Minimum Wage Commission **collected $1.5 million in back pay from employers who had cheated 40,000 workers, many of whom were aliens.** And this sum was just the tip of the iceberg. It represents the wage violations discovered by commission inspectors, and the unpaid wages of workers who knew that there was a Minimum Wage Act, and where to go for redress.

"Welching on the legal wage takes many forms," Arnopoulos discovered. "One of the worst is the imposition of a piecework rate, whether the workers are capable of reaching the basic $1.85 an hour with it or not. The employer may keep no record of hours worked. Some piecework employers make sure the employee never makes more than the minimum. As soon as the workers produce faster to make more money, the employer lowers the piecework rate.

"Another employer abuse is to pay 'straight time' cheque, and overtime in cash with no tax deductio but at straight time—not time-and-a-half rates. Of an arbitrary wage is decided by the employer workweeks that may reach 80 hours. When it can hidden from the authorities, many workers are paic cash with no taxes deducted." Frequent surprise vi by commission inspectors, and the levying of he fines on delinquent employers would go a long v toward improving the plight of the immigrant worl "But these sweatshops are not the responsibility of Minimum Wage Commission alone," commented editorial in **The Montreal Star.** "Where, for examp are inspectors from Montreal's health, fire and bu ing departments, and from the safety division of provincial labour department?"

Exploitation of immigrant workers isn't confined Montreal, however. They are also mistreated in unorganized shops of Metropolitan Toronto, Don Montgomery contends. This can "easily be seen in garment industry on Spadina Avenue." Among exploiters, he says, are the employers who speak same languages as the immigrants. "They know h to intimidate their fellow countrymen." **Canada ne skilled immigrants partly because Canadian empl ers are reluctant to spend money on apprentices training programs,** he asserts.

IE UNION VIEW

e unions, naturally enough, are unhappy about this te of affairs. But **why are they doing so little to help organized workers?** Why aren't they organizing the migrants in these sweatshops? Partly because trying form a union in a small enterprise can lead to imidation, firings and costly court proceedings.

he unions face a difficult task," explains nopoulos. "To start with, immigrants are often nfused about what a union is. Some, for example, convinced that unions are illegal. They feel it is tter to lie low and accept without complaint what ey are offered in their adopted country. To rebel in y way, they believe, might jeopardize their position Canada.

me immigrants, of course, have tried to form ions. But many who have had a taste of it are roughly discouraged, if not a little frightened, by outcome. Attempting to organize a small shop is en a long tortuous process, with the employer ng intimidation, firings and labour court proceeds in his attempt to block union certification. Once union is in, negotiations are often long and rstrating.

equently the boss simply decides to close down, l the workers go to similar jobs in other non-union ces. Later, often in a month or two, the boss pens under a new name, in a new place, with new ployees—and no union. To ward off a union, some ployers quickly set up 'company unions' or ployee associations with 'yellow' (weak) contracts. h associations have little muscle because they do have the backing of a big union organization that provide strike funds."

ead of taking jobs in some of these shops and ng to set up a union from within, **union organizers d to confine their strategy to distributing union nphlets outside the factory door,** Arnopoulos ned. Prohibitive costs are often cited by the unions a reason for doing so little for these exploited kers. "In many cases, say the unions, an employer close down, and all the organizing work goes vn the drain. And in some industries where the ons are active, workers often complain they are not ng a good job."

The language of work in many of these shops is neither English nor French, but Greek, Italian or Portuguese, Arnopoulos observed. Consequently, any unions that are serious about organizing frightened immigrants with cultural roots that are totally different from either French or English Québecers should hire some ethnic organizers, she suggests.

"Perhaps the most positive proposal for effective organizing of small shops has come from the Québec Federation of Labour," Arnopoulos notes. "In 1967, the QFL asked the Government to pass a law permitting 'sectorial' organizing, so that, in certain industries with small shops, unions could avoid the pitfalls of company-by-company organizing. Under this plan, the unions would have access to a central index with the names and addresses of all employees. So far, only employers have such a list, which makes union organizing difficult. Twenty-five per cent of those workers in a particular sector could demand a vote to determine whether a union should be formed. If more than 50 per cent of the voters elected to form a union, it would be granted certification for the whole industry. So far, this proposal has been turned down by government, and the minimum-wage worker in the non-union shop is getting little help."

The Canadian Labour Congress, for its part, told Manpower and Immigration Minister Robert Andras recently that "the introduction of immigrants as workers must be secondary to finding jobs and maintaining jobs for Canadian citizens. But once persons are admitted to Canada as landed immigrants, **they should be treated on a basis of equality for job opportunities and promotion,** and equal pay for equal work."

TRANSIENTS' PLIGHT

In a brief presented to the immigration minister in February, the CLC charged that migrant workers, who travel here for short-term jobs, too often lack the protection of minimum labour standards, and endure substandard living conditions.

In August 1973, **a federal task force inquiring into seasonal migrant farm labour** in southwestern Ontario uncovered instances of "child labour, sick, pregnant, and otherwise unfit adults working in the fields, and of entire families working with only the head of the family being paid."

Andras said his Department's task force was "shocked, alarmed and sickened" at some of the working conditions, particularly those of migrant Mexican workers. One Mexican family was found living in "indescribable squalor in a shack where cardboard and newspapers had been used to keep rain out." Every one of seven children aged two to eight in this family was found to have at least one hernia. Another case of "intolerable and inhumane conditions" was a family of 10 from Québec, working in the fields for a family wage of only $50 to $60 a week, while being housed in a couple of shacks without toilet facilities. Immigration officials also found instances of job brokers reaping up to $500 a head for recruiting farm labourers from Mexico and Portugal, who, in addition to having this fee deducted from their earnings, had to pay their own transportation costs. Many had been brought in illegally.

In sum, **the task force discovered numerous instances of violations of the Immigration Act, the Child Labour Act, human rights, and minimum sanitation standards.** "The main problems involved workers who had entered Canada illegally," Andras said. "They had not been hired through our offices, and we had no control over how they were treated."

In January of this year, the Ontario Federation Labour released its own report on the problems transient farm workers in Ontario. The report, researcher Robert Ward, was based in part on findings of the federal Government study, and discussions with representatives of the Onta Federation of Agriculture, the National Farm Union, the Ontario Human Rights Commission, groups and others.

Said Ward: "The exploitation and excesses reported the Andras task force basically reflect the dou standards practised traditionally against our rural a working population, which deny farm labo minimum employment standards, minimum wag and the right to organize under protection of a labo act."

In 1962, a special farm labour committee of the O had stated that "if migrant workers were allowed protection of the Labour Relations Act, they wo band together to better their wages and condition Ward expressed the view that the federal task fo report "gives 'official' acknowledgement to into able conditions that plague farm workers, whethe southern California, southern Europe or south Ontario." In California, labour contractors have notorious reputation for buying migrant labo cheaply, and selling it at a profit to farmer-growers, while cheating the workers w expensive or non-existent services.

Both the task force and the OFL have called for ag cultural agreements with Mexico and Portugal sim to the one the Government has with Caribbe countries, guaranteeing adequate wages, huma treatment of workers, suitable accommodation, sa factory health standards, and transportation ass tance.

Mexicans and Portuguese have been coming Canada legally or illegally for years to work on far in southwestern Ontario. Consequently, agreeme with these two countries would not only put official seal of approval on these seasonal movemer but would also give federal authorities some measu of control over wages and working conditions transient labourers who are not covered now by eit federal or provincial standards.

Under the program covering Caribbean workers, w arrive by the thousands each crop season, the fede Government undertakes to recruit workers fr several Caribbean countries for farmers who ne

lp but cannot find Canadians to take the jobs. In urn, the Government requires farmer employers to lp offset the workers' transportation costs, guaran- them at least six weeks work, provide decent commodation and meet federal minimum wage ndards.

ROPE'S "GUEST WORKERS"

hen the labour-hungry nations of Western Europe rted to import workers, it was assumed that the migrants would stay for just a few years. This made ntinental immigration quite different from Canada's d Britain's), although an increasingly high propor- n of foreign workers seem to be staying on.

ese "guest workers", as they are called, are for the st part illiterate and unskilled. They are the under- gs who do the dirty, noisy, heavy work; garbage llection, street cleaning, furnace firing, road build- , construction, and manning heavy autobody sses—work that most Europeans no longer want to **Although the foreigners are a vital factor in the onomies of their host countries, they do not share he resulting prosperity.** They are generally paid the west wages and live in deplorable slums in the most rcrowded regions, frequently without access to cational and welfare services. Those who live in ope illegally live most wretchedly of all. They anot apply for any of the social benefits or protec- n accorded to those who have the necessary pers.

Europe has almost unwittingly allowed the build-up f a large, defenceless and vulnerable new prole- at," remarked Jonathan Power, author and econo- t. "Most of these new workers do not have the e. They are actively discouraged, and in some countries effectively forbidden, from bringing their families and putting down roots. Labour unions, with a few honourable exceptions, are wary of them. And racism is increasing all over Europe." Power points out that anti-Turkish riots in Holland last year "shook to the very roots a society that thought, because of its successful experience in integrating 300,000 Indonesians in the 1950s, that it knew how to conquer racism. And the killings of six Algerians in Marseilles last year put to rest the myth that France was the most civilized non-racist society in Europe."

More than half the foreign workers in Western Europe who are married live without their families—partly because housing is in short supply. Those who are alone live frugally so that they can send money home, or save it for when they return. Many of them do not speak their host country's language and dislike its food. Some migrant communities have their own newspapers and radio broadcasts; more often, they are isolated and lonely.

Until recently, Europe's migrants were timid, silent and anxious to avoid trouble. All this has changed. **The immigrants are now aware of the central role they play in the economies of their host countries.** They have discovered that strikes can pay off. A stoppage last year by foreign workers at the Renault plant in France, for example, not only impressed upon the Government the discontent of migrant labour, but demonstrated equally well how 300 migrant workers could take more than 7,000 employees off their jobs—with serious effects on the entire national economy. The Renault strike, which forced the Government to grant the aliens some concessions, including the right to strike, also brought home the point to the trade unions that the migrants are becoming more aware of their strength and more militant.

There have been similar incidents of industrial unrest in Germany, where guest workers, who actually form a majority in some plants, do not shrink from the illegality of wildcat strikes. They played a key part in a strike at the Ford plant in Cologne last year. Said **The Economist:** Such incidents have caused "embarrassment to the unions, who like to advertise themselves as the foreigners' champions. They claim a 20 per cent union membership among the guest workers against 30 per cent among Germans." Many of Germany's young left-wingers, however, have accused the unions of working exclusively on behalf of German nationals, without consideration for the needs of foreigners. To remedy this situation, they are setting up centres for migrant workers outside union control, with the ultimate aim of teaching them to fight for their rights. On paper, the migrants do enjoy the same pay and conditions as Germans; in practice they are relegated to the least remunerative jobs, although about two thirds are now earning more than $2.00 an hour.

The Dutch, for their part, appear to be tackling the problem of discrimination "with more spirit than most other countries," reports **The Economist.** "They are great believers in voluntary social work, and have organized a network of action groups all over the country to help. There is much talk about 'positive discrimination' for the immigrants. The action groups seek them out at work and at home, give them information about Holland and the Dutch (and tell the Dutch about the foreigners), run clubs for them and chivvy the Government to get on with measures to improve their lot. This last activity may be thought odd since the action groups are 95 per cent government financed, but the Dutch seem to find the idea of a paid watchdog quite normal."

Other European nations simply argue that none of their immigrants are forced to come, and that most could go home tomorrow if they chose to, but that they nevertheless line up for Europe's well paid jobs and high living standards. By working on the Continent, they support their families back home and save money for when they themselves return.

If, on the other hand, the governments of the EEC do something to improve the conditions in which most migrants live, "they will only encourage more of them to come and more of them to stay on," commented **The Economist** in a special survey on European immigration. "The more that remain, the less docile and tolerant of second class citizenship will they be. That problem of the migrant man—not the longer range one of migrant capital—is the immediate dilemma facing the fat cats of the EEC."

The Community's earlier welcoming mood tow
guest workers has changed, however, with a declin
labour market and the growth of urban ghet
Europe has been feeling the pinch of the energy c
and has been looking for polite ways to send job
migrant workers home. Emigrant countries, for t
part, are pondering how best to reintegrate
unwelcome returnees.

There is also an increasing awareness of the absur
of importing labour to produce goods that are t
exported, and no dearth of talk about exporting c
tal instead, or investing in labour-saving machin
But investing abroad is not likely to provid
complete answer. Large numbers of the migrants w
in service industries and many more in const
tion—not the kinds of jobs that can easily be expor

ADMISSION CURBS APPEAR

Canada is one of several countries revamping t
immigration policies. In February, the Departmen
Manpower and Immigration announced new reg
tions linking the entry of unsponsored immigrant
the immediate needs of Canadian employers.

To qualify for admission as an immigrant, any
intending to join the Canadian labour force must n
have the following: a firm job offer from a Canad
employer; an occupation in which there are know
be persistent vacancies in the area of Canada to wh
the would-be immigrant intends to move; and at l
one point for occupational demand in Canada for
occupation he or she intends to pursue. In addit
the jobs offered must be steady jobs; they must m
locally prevailing wage and working conditions;
applicant must be able to meet any provincial or o
licensing requirements for the job.

Immigration Minister Robert Andras said the n
regulations would reduce the number of cases
which people leave homes to come to Canada o
to be faced with unemployment or a job not con
tent with their education and training. "It seemed o
humane to ensure that some means existed to b
about a better match between the flow of immig
tion and the needs of the Canadian labour mark
he explained.

The Minister has a point. **Many an immigrant**
complained of his frustration and inability to f
work that is consistent with his qualifications

perience, either because the jobs are not there or cause employers prefer to hire Canadian citizens. ne recent newcomer to Toronto, for example, was portedly turned down by prospective employers 76 nes in eight months before he landed a job.

glish immigrant Duncan Day, a 27-year-old market- analyst and engineer, was ready to pack his bags d try his luck elsewhere when he was offered a job the sales order desk of a tool manufacturing firm. hough Day had no promise of a job before coming his country, he was allegedly told by immigration cials in Britain that with his qualifications and perience, he would have no trouble finding one.

on his arrival in Canada, Day telephoned, wrote ers, and went through employment agencies. metimes he was told there were no openings, and casionally an employer said he was "overquali- d." But it was being told that he did not have Cana- in experience that particularly annoyed the disillu- ned immigrant. "It was a form of discrimination," complained. One employment counsellor gedly told Day that he would have to "humble" nself because "English people tend to be rather gant." He has a complaint pending with the tario Human Rights Commission over one rejec- n. Now Day's luck has turned, but another time, he uld do things differently, he says. "I don't think none should come over unless he's at least got ne idea of what jobs are like."

similar experience was reported by a young Indian migrant with a Canadian postgraduate degree. He plied for jobs with 200 employers but remained mployed for nine months before his luck turned. **Some employers refused to interview me when they nd out I was Indian,"** he said. They actually called in up for interviews, stating that they did indeed ae a vacancy, then told him "We don't have a job you right now" when he showed up. The federal ulic Service turned him down because they are uired to give preference to Canadian citizens.

hree-year study by the Department of Manpower n Immigration found that unneeded immigrants are kly to remain unemployed for a long time, and that n when they work, they tend to make less money n those whose skills are in demand. The survey, ted in 1969, studied 5,000 new arrivals during each

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of the following three years. It found that one in five immigrants whose skills were not required in Canada "spent half his time unemployed during his first six months" here. At the end of six months, about two thirds of the foreigners for whom there was no work demand had not been able to obtain a job in their intended occupation. Even after three years, "half of no-demand immigrants had still not succeeded in getting the work they originally sought in Canada." About 16 per cent of the immigrants surveyed had returned to their country of origin during the three-year period after their arrival. Those who remained eventually found something to do, but even then, the going was tough, the study showed. Those who landed jobs earned less than the others whose skills were needed or who had pre-arranged work.

Donald Montgomery, President of the Labour Council of Metropolitan Toronto, charges that the business community has always been anxious to have a large reservoir of unemployed immigrant labour so that it can keep wages down. Canadian workers, however, resent the influx of foreign labour because it poses a serious threat to their jobs, Montgomery says. "The medical profession and other professional groups resolve this problem by making it nearly impossible for immigrants to practise their professions in Canada," he adds.

CANADIAN POLICY UNDER REVIEW

Last September, Immigration Minister Andras appointed a special task force to review Canada's immigration policy because **the current Immigration Act is "no longer an adequate instrument for shaping the future population of Canada."**

"A new immigration policy must be based on a general agreement about the kind of Canada we want tomorrow," the Minister said. "We must define well-founded objectives about how fast our population should grow, how it should be spread between cities and rural areas and among the various regions, and what kind of social and cultural environment Canadians want."

Andras observed: "Our sources of immigration are changing. The traditional flow from the United Kingdom and Europe is slowing down proportionately, while an increasing number of people from the developing world are anxious to settle here. What kind of immigrants does our labour market, present and future, require?

"How can we reconcile longer-term immigration and population objectives with the immediate realities of the marketplace? An approach some countries use extensively is to invite 'guest workers' from abroad to fill specific short-term labour requirements. Should Canada be doing more of this?" With fewer Canadians each year willing to take on farm labouring jobs (not to mention other poorly paid or unpleasant tasks), the federal Government is putting more effort into attracting essential foreign workers. But it wants them to enter the country legally, and to be treated fairly by their employers.

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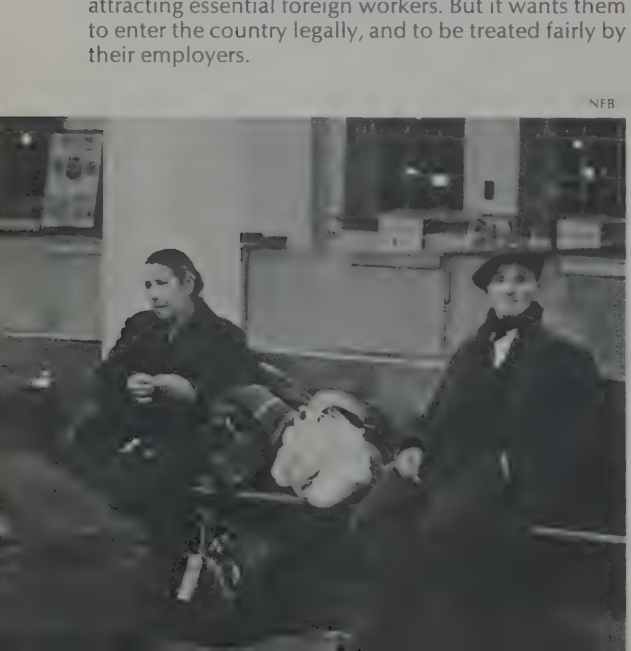

Andras said that his Department intends to pub "Green Paper" this spring that will "outline the options we have in the field of immigration, an consequences of each. The summer of 1974 w devoted to an intensive public discussion o Green Paper, in the form of submissions and b and an immigration and population conference u the auspices of the Department of Manpowe Immigration."

POLICIES ABROAD

Continuing Europe's migratory system could racial and social unrest; its end could slow dow Continent's economic growth.

Switzerland, which followed a liberal immig policy in the industrial boom of the 1960s, is nov about the hardest country in Western Europ enter—except as a tourist. In 1961, the co received some 113,000 migrants; by July 1973 Government had cut the number of new a permits to only 10,000.

Although some 80,000 foreigners leave Switzerla their own accord each year, restrictions on immig may be tightened still more until even the complain. No new legislation would be need reduce the total number of migrant workers to sl more than half a million by the end of 1977—v means that the Swiss economy would lose almos its foreign employees. The result so far has been standards in the tourist industry and a swit production abroad. Tens of thousands of addit foreigners could probably find jobs in industry authorities would let them in. This they dare no observed **The Economist,** because "a sizeable c of the Swiss population is fed up with havi compete with Italians, Spaniards, Yugoslavs and for lower priced housing, hospital beds, seat trains, and trams, and with classroom time hogged by large numbers of foreign youngsters often do not know the local language." The mag suggests that the present situation could have avoided had the authorities acted earlier by imp a head tax on foreign workers in the 1960s—pa employers and spent on infrastructure. Earlier a would also have allowed industry to ratio gradually without the present panic.

For the foreigners, life has never been quite the since the Schwarzenbach initiative in 1970, **Economist** said in its special survey on Eur migrant workers. "Herr James Schwarzenb proposed amendment to the Swiss c tution—which would have limited the proporti foreign residents in any one canton (Switzerlan 22 such political divisions) to 10 per cent of the p lation—was narrowly defeated in a referendum since then the Swiss authorities have been cons

looking over their shoulders, afraid that over-liberal policies might turn the large anti-foreign minority into a majority."

The National Action Party, of which Schwarzenbach was originally a member, is again pushing for no more than a 10 per cent share of foreign residents in any canton except Geneva, where it wants a limit of 25 per cent. For its part, Schwarzenbach's breakaway Republican Party is calling for a selective policy of reduction of migrant labour, including seasonal workers, but concedes the need for special quotas in such labour-intensive industries as tourism and public services. In another development, Wilhelm Tellers of the National Campaign against Foreign Infiltration of People and Homeland Party has reportedly demanded a referendum, probably to be held before the end of the year.

Notwithstanding the xenophobic feelings of some Swiss politicians and members of the public, "even the most anti-Schwarzenbach politician would concede that **Switzerland had to call a halt somewhere,"** one observer ventured to say. When the country decided in 1972 to limit the expansion of its migrant population, it had, and still has, the highest concentration of foreigners in Europe—just over one million out of a total population of only 6.4 million. The migrants, who make up a quarter of the labour force, fall into three categories: the largest group—about 60 per cent—have annually renewable permits or are domiciled permanently in Switzerland, a privilege that takes five to ten years to acquire (depending on nationality) and confers the right to take a job without a permit, but not to vote. The other two groups comprise seasonal workers and frontier workers—Italians, French, Germans and Austrians, who commute to work every day from communities across the border. In addition, there is an unknown and possibly quite large number of people who come in as tourists and then illegally look for work.

In the past four years, the number of officially registered guest workers in **West Germany** has doubled to 2.6 million—roughly 10 per cent of the workforce. But more than half this number (along with their 1.5 million dependants) have squeezed themselves onto just 4 per cent of Germany's land surface, which naturally makes them far more visible than if they were more thinly spread out. In Stuttgart, for example, a quarter of the labour force comes from abroad. And out of Munich's population of 1.3 million, about 200,000 residents are foreign. Most of the immigrants are from Turkey and Yugoslavia, with smaller but substantial numbers from Spain, Italy and Greece.

Following forecasts that the number of guest workers might surpass three million by the end of 1974, the Germans began to count the cost. Cries were raised about migrants taking jobs away from Germans, and about the heavy burden that was being placed on roads, schools, hospitals and all the other public services that are needed by the migrant and his family. In some schools, in areas particularly dense with foreign residents, like Munich and Baden-Wurttemberg, immigrant children actually outnumber the natives. On this scale, guest workers are no longer welcome. In a recent public opinion survey, 60 per cent of Germans polled favoured putting a stop to any more immigration.

What many had been expecting finally happened. A relatively high unemployment rate toward the end of 1973—with more than 50,000 immigrants out of work—led to severe restrictions on the recruitment of

DOWN UNDER

The current immigration policy in **Australia** is geared strictly to the country's manpower needs, with emphasis on sponsorship and family reunion. In addition, the Government is taking steps to improve its assistance to migrants in their early years of settlement and has established a Community Relations Committee to inquire into all aspects of discrimination against them. The committee, part of an expanded Immigration Advisory Council, is also examining the extent to which migrants use community services. Albert Grassby, Minister of Immigration, has pledged himself to the removal of all remaining discrimination in the Australian community. He said he would call for regular progress reports on the committee's work so that prompt, effective action could be taken on its recommendations.

In **New Zealand,** several trade unions have called on their Government to restrict immigration until future economic prospects are clearer. The Government, for its part, is alarmed at soaring unemployment in countries closely associated with New Zealand and fearful that great numbers of jobless newcomers may disrupt the economy. It has therefore ordered contingency planning to stop the flow of immigrants to New Zealand getting out of hand. Announcing the preparation of contingency plans, Minister of Labour, Hugh Watt, said that excessive immigration would not only cause unemployment problems but also impose severe strains on housing, schools and health services.

labour from outside the European Economic Community, but the Government warned against contemplating mass expulsion of foreign workers. Germany, however, wants the EEC to adopt similar measures against a further influx from non-EEC countries. Complete mobility of labour among the Community's member nations is protected by legislation.

From now on, essential workers recruited from outside the EEC must enter Germany on fixed one-year contracts. Higher taxes will be levied on employers hiring foreign workers, and there will be an outright ban on further hirings in cities with an immigrant population of more than a quarter of the total. The "head tax" on a foreign worker payable by the employer was trebled a few months ago to roughly $375. As a result, fewer guest workers were arriving before the new restrictions were announced in November. Employers will also have to show that they have adequate housing for any new workers coming in from abroad. In addition, labour ministry officials are considering financial inducements (i.e. departure gratuities) for foreigners who return home. No wonder then that the number of migrant workers is expected to dip to two million this year.

Although foreigners may be refused renewal of work permits and visas as these expire, they have the same constitutional rights and protection as German citizens with regard to jobs and job dismissal. Unemployed migrants can collect 62.5 per cent of their net pay in unemployment benefits for up to a year.

The trade unions, while upholding the right of foreigners to unemployment pay, have welcomed the curbs on further immigration, but employers are worried about their effects on wage levels. Nevertheless West Germany will continue to need migrant workers, if only do do the "dirty" jobs that even unemployed Germans refuse to do.

France, with its 3.5 million foreign workers, shares many of Germany's problems, and the troubles of the past year have made even Frenchmen talk about "thresholds of tolerance" beyond which the presence of foreigners becomes unacceptable to the local population. A 10 per cent proportion of the local population has often been cited as the limit, but the proportion in the main population centres—Paris, Lyon, Marseilles—already goes well beyond 20 per cent. And that for most Frenchmen is more than enough.

Unlike other West European governments, **the Fr did nothing in recent years to stop the famili migrant workers from coming in.** This encourag much greater proportion of migrants to sta permanently in France than elsewhere. T foreigners make up around 15 per cent of the v force and as much as 20 per cent of unsk labourers.

It is the North Africans who provoke the most re ment among the French population. Said **The Ec mist:** "This hatred is fed by the ex-colonial 'p noirs' who were forced out of Algeria and Mor years ago and now find that their former subjects followed them to France."

Like the French, Swiss and Germans, the **Dutch** extra workers, not extra population, and they taken steps to stabilize the flow of migrants. have decided to cut down on recruitment and drawn up fairly tough rules about workers brin their families. Dutch companies are now h foreigners on the understanding that they will re home after one, two or three years, and it appears rotation will become the established norm in Hol

Denmark too has cut down on new recruitment, in **Norway,** the Federation of Trade Unions (LO) come out in favour of a halt to immigration social conditions for foreign workers in Norwa improved and better use made of the domestic la reserve.

The charm is also wearing off for some of the cheap-labour countries. Italy, the great labour exporter of 10 or 15 years ago is now increasingly keeping its workers at home. Yugoslavia and Greece have lately shown displeasure over so many of their skilled workers going off, some of them for good, but Turkey, with large manpower reserves and high unemployment, for the moment seems happy to let its people go.

One of the major drawbacks of emigration for the poorer countries is that while the migrants are away from home, agriculture declines or becomes a despised occupation, asserts Jonathan Power, economist and author of **Development Economics.** Power points out that "often land goes unworked or is abandoned. Village life is crippled and families suffer hardship, not the least the introduction of venereal disease when men return."

With about one million workers abroad out of a total population of 21 million Yugoslavia's long-term policy has always been to reduce the number of emigrants, but the impact of this on the country's balance of payments must also be weighed. Emigrants' remittances—about $480 million annually—have helped to keep Yugoslavia in the black during the past few years. In Algeria, Tunisia and Morocco, emigrant workers are the countries' second largest source of foreign exchange. Turkey and Portugal receive more from emigrants' remittances than they do from tourism. Turkey's migrants to West Germany alone pay Turkey's key import bills. Moreover, a large-scale return of émigrés would cause problems in areas where there are only enough jobs for resident workers.

For such countries as Spain and Portugal, a massive return of émigrés could do more than cause grave economic dislocation. "Contamination" by returnees accustomed to the trade unionism and collective bargaining structures of democratic host countries is generating alarm in some quarters.

For the migrants themselves, returning home may not be easy after a number of years abroad. Few return to take jobs in industry, either because the jobs are not available or because they are poorly paid. The skills that they have learned are in fact rarely used. The more enterprising open their own businesses with their savings, but for many, the only thing to show for several years of toil abroad is frustration and disillusionment.

BRAIN DRAIN

Some of the poorer countries are concerned about the brain drain to the wealthier nations. India, for example, is worried about a steady exodus of doctors, teachers, technicians, scientists and engineers: some official estimates say that at least 3,000 skilled Indians leave each year for the U.S., Canada, Britain and Australia. According to a government report, 90,000 scientists, doctors and engineers have left India in the past 15 years for higher education abroad, but less than half have returned. Canada received 9,203 Indians in 1973 alone, and **The Economic Times** of Bombay said recently that "India's brain drain to the U.S. has increased almost 37 times over a period of eight years."

A recent United Nations report on the international migration of skilled workers from poor countries to wealthier ones said that the U.S., Britain and Canada are receiving a "gift" from the developing countries worth hundreds of millions of dollars a year. The report urged that developing countries check emigration, and tax nationals who insist on staying abroad after being educated at government expense. India, for instance, spends millions of dollars each year training technicians and other skilled workers.

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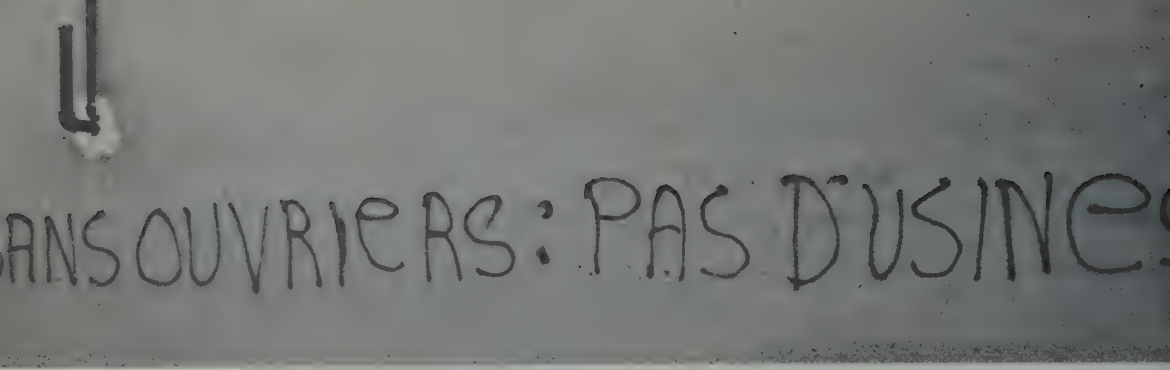

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Do the current restrictions and hostility toward foreigners herald **an end to the era of large-scale immigration?** Not so, says the ILO. In a report submitted to its Second European Regional conference in Geneva, the world labour body predicted that "the present receiving countries of Western Europe, with the possible exception of the United Kingdom, will continue to be short of labour." Indeed, according to UN calculations, **Western Europe will require a further four million migrant workers by 1980 to keep its economy going.** Yet most informed thinking in Europe is moving toward the conclusion that immigration must be restricted, Jonathan Power observes. "Indeed, some argue that it is not good for Europeans to be made to feel that they can develop their economies only if they have a helot class available. For this breeds attitudes of superiority and disdain that easily under pressure and strain become tangible and discriminatory. The worry is, however, that Europe will restrict immigration without making available to poor countries the capital that is absolutely necessary if they are to set about reducing the poverty that gives rise to the exodus."

The World Bank estimates that for Europe's poorer neighbours—Spain, Yugoslavia, Turkey, Greece and the three Maghreb countries of North Africa—to create work on their own soil for another eight million people would cost upwards of $65 billion—more than all the industrialized countries' development aid to the Third World for the entire decade 1960-70. Because there is little chance of that much money being available in the near future, and because the poorer countries will continue in the forseeable future to have more labour than they know what to do with—and not enough resources to go around—**large-scale emigration to the rich Western countries appears to be the only answer.**

This makes it all the more urgent that migrant workers get a square deal.

INTERNATIONAL INITIATIVES

Although national and regional efforts to pro migrant workers should not be underestima concerted international action is needed to back the measures adopted thus far by both the host home nations of migrants.

The **ILO's proposals,** which are now circulating to member states, **include three new international st dards** designed to supplement existing ILO conv tions. They would: (1) help to end illicit traffickin migrant labour; (2) provide for the creation c concerted national policy to defend the legitim rights of aliens and end all forms of discrimination establish a coherent migration policy and prov guidelines for the implementation of the princip equality of opportunity and treatment. Someth would also have to be done about family reun health protection and other "social factors". The wants member states to "systematically seek to de mine whether migrants are subjected to unaccepta conditions during their journey or on their arriva the receiving country," to exchange information such conditions, and to punish persons who orga "migratory movements for employment involv abuses." The international labour body emphas the role of employers' organizations and trade uni in preventing such abuses.

Adoption of the new standards would provide eq pay, equal access to training, and equality of opp tunity for migrants. The ILO has stated also tha migrant worker who loses his job should not au matically lose residence rights. These provisions intended to take place within a co-ordinated po on international migration that would take i account the economic and social needs of countries of adoption and origin. New internatio standards would also provide a much-needed fra work for national initiatives, and help to stimu further action in this field.

The ILO has already embarked on a comprehensive action program for migrants that includes meetings of experts, advisory missions and a number of research projects.

Although the Common Market's army of foreign workers is large enough to make up a tenth member state, it has until recently been neglected by the European Commission in Brussels. About a quarter of the total are Italians who are covered by community provisions on the free movement of labour and will increasingly benefit from the harmonization of social security benefits within the EEC. The remainder come mostly from North Africa and from the poorer nations of Europe, Spain, Turkey, and Yugoslavia.

The **main problems** facing the European governments **will be housing** for immigrants, **education** for their children, and the **social security** treatment of immigrants from outside the EEC. At the moment, work outside the community does not count toward a pension inside. Redundancy and the inability to find another job can mean deportation. Local family allowances are paid only if the children are actually in the host country.

The EEC's social charter promises a long list of benefits for migrant workers, including special housing facilities, as well as training and retraining programs, and the European Commission said recently that it will devise a program to make it easier for foreign workers to move from country to country and take social security rights with them. It plans also to grant equal treatment to workers from outside the Community. But many fear that its generous proposals will be watered down before implementation.

One reason that tough community-wide schemes may be a long time coming, say EEC officials, is that **not enough information is available about migrant workers** in each country of the Nine. With a view to filling this information gap, the Commission is promoting closer co-operation between employment ministers. No one seems to know exactly how many immigrants live and work in Europe. Moreover, there is no central body to monitor regulations covering work permits, social security and discrimination in housing.

Unions, too, have been slow to face up to the social and economic effects of migration, on both the countries of adoption and of origin. The International Confederation of Free Trade Unions has proposed a charter of foreign workers' rights. "We are convinced that the key to solving the particular problems facing foreign workers . . . will lie in future in giving them the right and the opportunity to take a full part in political and trade union life at all levels," said an editorial in **Free Labour World,** the ICFTU monthly. "This means getting governments to legislate to put foreign workers on a par in every way with native citizens; it means putting a stop to illegal immigration that today leaves literally millions of workers entirely outside the law; lastly, but perhaps most vital of all, it means effectively organizing foreign workers into trade unions so that they themselves have the strength to protect their own interests, and to take their destinies into their own hands."

The ICFTU is holding a world conference in Geneva this month on migrant workers. The meeting, called to provide an opportunity for member organizations to formulate their own demands in this area and to

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adopt a Migrant Workers Charter, is certain to place special emphasis on the consequences of the illegal traffic in migrant workers and to urge the UN to take steps to eliminate such practices.

The reason for having such a charter, is that the international trade union movement has a "special responsibility in the matter of migrant workers," explains a recent article in **Free Labour World.** The article, written by Allan Forrest, an EEC official, goes on to say that such a charter would give national trade union movements a means of measuring their own achievements in this sphere and provide the international union movement with a basis for demands to the ILO, the EEC, and other intergovernmental agencies dealing with migrant problems.

The **migrant workers** for their part **"have become disillusioned with fine statements."** Nevertheless, says Forrest, "any government which puts into practice all the articles of the charter as at present drafted will have a coherent and dynamic overall policy on the

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treatment of migrant workers in its country." Bu will have to devote considerably more resources the solution of migrant workers' problems than it done in the past.

The charter stresses that all immigration should p through official employment agencies but that st controls should not deny foreign workers alre established in illegal employment the same rights other migrant workers. In sum, it calls for equality rights in employment and affirms the right of migr workers to belong to a trade union and to hold un office. The question of political rights of migr workers, however, remains controversial. "There general feeling that if migrant workers had electe rights in the past, politicians would have listened their grievances," observes Forrest, who until recen was responsible for migrant workers' problems in ICFTU Secretariat.

There is no uniformity of view on this matter. So trade union organizations believe that voting rig should be extended to migrant workers only if th become naturalized citizens of their country adoption. Others suggest that immigrants should h electoral rights after a qualifying period of residen **Britain** allows immigrating citizens from ot Commonwealth countries full voting rights as soon they can come onto an electoral register (after satis ing a residency requirement of at least 12 mont even though they keep their own nationality. T situation differs somewhat in **Canada,** where the o persons entitled to vote in a federal election, ot than Canadian citizens, are British subjects who w entitled to vote in the June 1968 federal election a have resided continuously in Canada since th Before the 1968 election, British subjects merely h to be 21 and to have resided in Canada for a yea be allowed to vote. As of June 26, 1975, howe naturalized immigrants will be the only foreign allowed to vote in a federal election. Five years r dence in Canada is mandatory before an immigr can become a Canadian citizen. In **Australia,** waiting period is three years.

The ICFTU charter suggests that immigrants sho have the same freedom of expression as nationals (i is far from being the case in some countries) and t they should be given the opportunity to express t views on community matters and to participate community activities.

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Migrant workers must overcome linguistic and other handicaps, however, in order to be on exactly the same footing as nationals. Consequently, the charter calls for **introductory courses on** the work organization and social life of **the receiving country,** to be organized for immigrants before they leave home. Providing them with information about relevant legislation in the countries they are going to, would likewise be immediately useful to them. Information on job opportunities and social conditions in Canada that is available to prospective immigrants in their countries of origin is "woefully inadequate," the CLC has charged.

Several of the less industrialized nations have taken their first steps to assist emigrants before they set out. In Yugoslavia, Tunisia and Turkey, facilities already exist to help migrants find suitable employment, and Spain is preparing a similar scheme. Genuine equality with nationals depends also on learning the local language and the ICFTU charter calls for language training for migrant workers during working hours without loss of pay.

What is valid for the migrant worker is of course valid for his family. They should learn to feel equally at ease in the culture of their adopted country and in that of their home country, and to be integrated fully into local life. Forrest points out that a migrant worker should learn the language of his host country so that he will be able to understand his children doing their studies in that language. Otherwise, the **children may grow up as strangers to their parents** because of a communication problem. Nevertheless, "the migrant worker should also be assisted to keep up links with his native culture. This is advisable for his own self-respect because it is unlikely that in his adult life he will attain any similar feeling for the culture of the adopted country." It is also advisable, Forrest notes, from the point of view of preparation for a possible return to his own country. The charter stresses that the children of the migrant worker should also receive help to study the language of their country of origin, in order to understand their parents' ways of thinking and to avoid the problem of rootlessness if the family returns to the home country.

A further aspect of the charter, says Forrest, is that "the authorities should stimulate the interest of the national population in the cultures of the major groups of migrant workers present in their country. In particular, teachers in schools with substantial numbers of migrant children should be encouraged to gain knowledge of the languages and cultures concerned. In these days of mutual interdependences and widespread foreign travel it should not be difficult to undertake such programs, which would help to fight prejudice and raise the standing of the national groups of migrant workers."

References to trade union participation are present in most articles of the charter, and one section deals with international co-operation among trade unions in connection with multilateral and bilateral agreements between governments on migrant workers.

Although the charter as it is presently constituted is concerned mainly with workers migrating to the industrial countries of Europe, the ICFTU may decide to adopt a charter covering other regions. It has therefore asked its regional organizations to gather material on the migration of workers in their continents. "There are of course certain parallel situations throughout the world," noted Forrest. "For example, the work problems, social problems and language difficulties of Puerto Ricans moving to New York are broadly similar to those of Portuguese moving to Paris. Mexican workers seasonally occupied in the U.S.A. must have much in common with Italian seasonal workers in Switzerland."

As the ILO report noted: "It is high time that migrants enjoyed the same rights and opportunities as other workers and ceased to be second-class members of the community."

Murray Mosher

1974: A TURNING POINT FOR THE LABOUR COLLEGE OF CANADA?

by TED WEINSTEIN

The year 1974 could be the most important one in the short history of the Labour College of Canada, as the college tries to set its course for the future. There are at least two avenues open, Associate Registrar Jean Bezusky said in a recent interview. **The College could maintain the status quo** and continue to provide its eight-week residential program in social sciences for trade unionists. **Or,** with help and more financial support from the labour movement, the college **could realize its potential,** expanding into a full-time educational facility.

Founded in 1963 by the Canadian Labour Congress, McGill University, and the University of Montreal, the College's main objective is to provide **a program of higher education for trade unionists** who did not have the opportunity to complete their schooling earlier. This training is available in two forms: a correspondence course and a residential course. The correspondence course operates on a year-round basis and consists of twelve lessons for which the fee is $30. The students work at their own pace. Besides being valuable in itself as a basic introductory program in social sciences, the correspondence course is an excellent preparatory program for the eight-week residential course.

This program, which is offered in French and in English, consists of five university-level subjects: labour economics, political science, industrial sociology, history, and trade unionism. Classes are held in residence at the University of Montreal, and the professors are mainly drawn from the faculties McGill University and the Univ sity of Montreal. The 60 or students who take the resident program attend on scholarshi donated to the Labour College governments, provincial labo federations, labour councils, labo unions and industry. The schol ships, ranging in value from $1,2 to $1,700 and averaging $1,500, p the students' tuition, books, a residence accommodation, as w as subsidizing such other expens as lost wages and transportation Montreal. The College h graduated almost 900 stude from its program, including 1 from countries other than Cana

McGill University provides t College with an office in a lar old house on Peel Street ne

Sherbrooke Street, just off the main campus. The University of Montreal supplies residence and classroom facilities for the residential course. Operating expenses are paid by governments, union locals, labour federations and the CLC, said Miss Bezusky.

Although the number and calibre of residential course applicants remain constant, which indicates that the demand is there, she said, **the College is not getting the attention from the labour movement that it received in earlier years.** Miss Bezusky, a Labour College graduate herself, explained that the College was greeted with enthusiasm when it was chartered in 1963. It was a new and challenging undertaking then, but having been successfully established, it is being taken for granted.

The Board of Governors of the College, chaired by Joe Morris, Executive Vice-President of the CLC, is currently studying the possibility of expansion, but at the moment a course of action has not been chosen. "To stimulate the CLC affiliates into taking action on our future, the Québec and Ontario Labour College Alumni Associations are requesting their members to submit resolutions, through their locals, to the CLC convention in May. The resolutions ask the CLC to study the feasibility of establishing a permanent labour studies centre with a view to expanding the role of the Labour College," declared Miss Bezusky.

Miss Bezusky believes that the College's **future lies in the direction of a permanent studies centre.** Besides the present eight-week program in social sciences, which, she said, should be retained, the College would be able to offer post-graduate courses, conferences and various other programs structured along the lines of the AFL-CIO Labour Studies Centre, which offers short courses on specific topics.

Drumming up financial support for the Labour College is a difficult task. Bert Hepworth of the CLC, Registrar and Secretary-Treasurer of the College, has established a Scholarship Awards Program that is growing each year, but a great deal of his time is spent seeking new donors and raising funds for the College. "It is very hard to operate an educational institution without a fixed income, never knowing when donations will come in," said Miss Bezusky.

Commenting on a statement (LG, Sept. 1973, p. 598) by Dr. H. Jain, a former professor at the College, that the number and union status of the applicants is diminishing, Miss Bezusky disagreed with his remarks. She explained that the number of applicants varies in any given year for a variety of reasons: "For example, if a union is faced with a strike situation or if it is in negotiations, definitely it reflects on our enrollment. As for the diminishing union status of the candidates, most of the seasoned activists and full-time staff took the residential course during its first few years. Now the average age of the candidates is lower, so we can hardly expect them to hold high union office.

"The question is not their union status but their potential to the labour movement. We are interested in what happens to them after they graduate. And the majority remain in the labour movement, taking an active part in their unions. Some go on staff for their locals or unions, others enter the political arena, and most play more active roles in community affairs. Labour College graduates include Jean Beaudry of the CLC and British Columbia Labour Minister Bill King."

Miss Bezusky expressed the opinion that **many graduates attributed their success in part to the studies taken at the Labour College.** Two graduates, interviewed at the College, concurred with views that attending it has helped them in their day-to-day union activities. Michel Lapierre, President of CUPE, Local 301 in Montreal, is a graduate of the class of 1970. He said that after graduating, he found it easier to analyze news events, economics and labour situations. "The College gave me the spirit to pursue my industrial relations education. I'm trying to resolve questions the College studies have raised in my mind, and my education has made me more of an equal with management when we meet to negotiate new contracts. Now, I can express myself better and I can comprehend the issues more readily.

"The College should remain academic," Lapierre declared. "The courses do not indoctrinate the students because the professors do not take positions but merely explain theory. The information allows me to make my own choice as to what I think is right and wrong."

Louise Lessard Reeves, a member of the Tobacco Workers' International Union, was a classmate of Lapierre in 1970. She said she recommends the College program because it broadened her knowledge and helped her learn about different economic and political systems. "Before a person can take a position on an issue, he must know what is going on," she said She added that a very important factor in attending the Labour College is being able to mix with students from different unions. The students gain insight into their own problems and profit by each other's experience.

AN INTERVIEW WITH QUEBEC'S MINISTER OF LABOUR

by JACQUES LAFRENIERE

"The Government cannot bargain secretly—that's the basic difference between bargaining in the private and public sectors," said Québec's Minister of Labour, Jean Cournoyer, in a recent interview.

"The Government, representing the interests of the public and the taxpayers, cannot behave like a private company because it cannot keep any secrets; everyone knows the budget of a province. A Government that wants to negotiate like a private company is therefore missing the boat completely."

Another extremely important factor in the public sector, he added, is the Government's accountability to Parliament and to the people. When things go wrong in the educational system, for example, the Government bears sole responsibility. If the hospital system does not work properly, it is again the Government that must answer—not really the unions or even the hospital administrations.

Governments try to explain as convincingly as possible that they have **no management rights,** Cournoyer remarked. "We have management responsibilities that we cannot share with anyone," he said. "We alone are answerable to the public."

The minister maintained that after three successful bargaining experiments, **progress made in labour relations in the public sector has put Québec ahead of the other provinces.** He said that sector bargaining may be the course of the future, but "we should first carry out a number of successful experiments in this area." The first successful experiment in sector bargaining took place in 1972 in the provincial public service. In the teaching field, the agreement had to be decreed, Cournoyer said, but in the hospital field, "we were able on two consecutive occasions to reach agreement with the unions."

In other fields, such as construction, "I cannot see any way negotiating other than the one have been using since 1934," t Minister asserted. At the outset t system could not be described true sector bargaining becau there were 13 decrees. But since t adoption of Bill 290 and followi amendments made to the Bill 1970, there has been only o system of negotiation in t construction industry: true sec bargaining at the provincial lev Standardization of working con tions in the construction industr necessary on account of t industry's characteristic mobil Cournoyer explained. "Work change employers regularly ea year."

"But I can't see how I could or sector bargaining in the mines," remarked. Copper miners, example, could not be paid same wages as iron miners. Mo over, metals are subject to mar fluctuations.

When we attempt to convince people that it is necessary to undertake sector bargaining, the legislation applied in the construction sector may, with some modification, be of great use in other sectors," the labour Minister said.

I am thinking in particular of the forest industry, where the worker must usually be away from home and change employers often, but at the same time be willing to accept temporary or seasonal work."

Cournoyer knows the construction industry particularly well. When he left university in 1960, he became industrial relations officer with the Montreal Construction Association, a job he held till 1964, when he was placed in charge of labour relations with the organization that set up Expo '67. He entered politics in 1969.

Cournoyer's first experience in collective bargaining came in 1961, during the strike by workers involved in the construction of Montreal's Place Ville Marie, and in the erection of the CIL and Bank of Commerce buildings in the city centre. There was at the time a restriction in the Collective Agreement Decrees Act on the establishment of social security funds in the construction industry. "We managed to convince the Government to amend the legislation," Cournoyer said. Today, in contrast, the construction industry has a pension fund exceeding $100 million. It also has a health insurance plan that is applicable to all workers in this sector.

Bill 290, which standardized working conditions, may serve as an example for all of North America, said the Minister. "Despite our difficulties, many people on the continent would like to be in our position with regard to the construction industry," he declared. "Some major problems remain, but we do not have the numerous minor problems experienced in other provinces or in the U.S.," Cournoyer asserted.

La Presse

Cournoyer

Québec's Labour Minister does not consider the province's minimum wage an adequate living wage. **"There is no relation between the minimum wage and what people need to live on,"** he said. "We try to increase it according to the recommendations of the Minimum Wage Commission and taking into account the increase in the cost of living. We are interested in maintaining the minimum wage at a certain percentage of the average wage of organized workers in Québec; at 60 per cent, for example. But there are risks in proceeding too rapidly with hikes in the minimum wage."

Members of the Advisory Council on Labour and Manpower have complained that they are not being consulted sufficiently by Cournoyer. His reply: "Out of the three or four pieces of legislation I steered through the National Assembly as Minister of Labour, there are at least two special acts: Bill 15, concerning the construction industry to which the ACLM had always given insufficient attention since construction is something specialized, and the act ordering the Hydro-Québec employees to return to work. I don't think it would be proper for me to go and ask the Advisory Board to give me a unanimous opinion on this matter. I would also consider it improper for me, as Minister of Labour, to ask the ACLM—formed on a parity basis—to give its opinion on Bill 19, which was not only a restrictive Act, but also an emergency piece of legislation. As for the return-to-work order for all

the employees of the public and parapublic sectors, I do not see how the ACLM could have another opinion than mine on this point."

And what is Mr. Cournoyer's opinion about the social climate?

"It is as healthy as it can be in any province of Canada. As Minister of Labour, I think that **we are setting the pace of social progress,** but we have no scale by which to judge the social climate. In maintaining a certain degree of confidence between union and management, the Québec Department of Labour is fully playing its role regarding research and humanization of labour relations."

On the employment prospects of young people about to enter the labour market, the Labour Minister said:

"The employment outlook is very good. But employment prospects are so closely related to the economic climate, which in turn is so closely tied to factors that are totally independent of any unilateral decision of the Québec Government or of any unilateral decision of the Canadian Government, that I would be exaggerating if I were to think or say that the employment outlook is excellent. It can be excellent, if the economic climate were to remain the same. But if, for instance, the oil crisis worsens and plastic parts can no longer be produced, I would perhaps be tempted to say that in this industry, there will no longer be any jobs. I am not answerable for all this, but these are facts that can be observed. One could say that all is well in the mining field, but if ore supplies were to be exhausted, the situation would no longer be the same.

"Events are moving so rapidly today! Yesterday, things were going well. Today, they are still going well. But tomorrow they may take a turn for the worse. It would be presumptuous on my part—because others have more instruments than I have to gauge the situation—to say that the employment outlook is definitely bright in Canada and particularly in Québec. I say: yes, employment prospects are good, if circumstances remain the same."

Forthcoming legislation and amendments to the Labour Code will come as a direct result of consultations with the ACLM, Cournoyer added. Bill 89—intended to maintain essential services during a dispute in the public sector—and the anti-scab legislation are now before the ACLM.

"I am not saying that Bill 89, which received first reading in the National Assembly, will be passed entirely or even partially," said the Minister. "I asked the ALMB to examine the full details of this Bill and to tell me whether there are other formulas that would be more acceptable to all parties in order to prevent undue hardship during strikes in the public and parapublic sectors. In the case of Bill 89, the complaining is on the part of the unions; but in the case of the anti-scab bill, management does the complaining. When I ask the ACLM to give me its opinion on a piece of legislation that prohib the use of scabs in industri realizing that the Québec Ma agement Council is against a attempt to limit the right employers to hire whoever th like during a strike, I cannot s what type of discussion could profitable. We are not dealing w some minor detail, but with t crux of the problem itself. In t case of Bill 89, the opposite is tr Management is pleased and t unions do not want to hear abo it. Thus, the Minister is obliged assume his responsibilities, wh he notices that employers a workers at the ACLM are unable reach an agreement."

On the subject of working wom Cournoyer said that he intends remove restrictions on wom working at night. "I consider th to be sufficiently intelligent to t care of themselves at night," remarked. "They must be cons ered equal to men."

CHANGES IN PROVINCIAL SOCIAL ASSISTANCE LEGISLATION N 1973

Y ANNE PLUNKETT

uring 1973 there were a consid-rable number of changes in rovincial social assistance rograms as a result of new enact-ents or amendments to existing cts or regulations.

ll provinces made changes in tes to take account of the creases in the cost of living. Nova cotia, Quebec, Ontario, Manitoba nd Saskatchewan made several djustments during the year and uthorized further adjustments ffective January 1, 1974. Among ther changes, British Columbia ised assistance rates and began to upplement the earnings of low come workers. Prince Edward land, New Brunswick and Alberta so made some adjustments in tes of assistance.

new law in Alberta provided for supplement to recipients of the ederal Guaranteed Income upplement.

uebec made changes in provi-ons relating to earnings to encourage welfare recipients to return to or remain in employment.

In Nova Scotia and British Columbia, the departments administering social assistance were renamed to reflect new goals.

Some of the major changes published prior to January 1, 1974 are summarized below.

NEWFOUNDLAND

Major changes in Newfoundland's social assistance program were authorized in December 1973 to take effect January 1, 1974. These took account of the new federal family allowance program and of the increase in the provincial minimum wage. Except for certain provisions relating to financial resources, there is no longer any distinction between short-term and long-term assistance.

RATES OF ASSISTANCE

Instead of authorizing separate allowances for the various items of need, the regulations now set one allowance, called regular assistance, which covers food, clothing and personal care, household maintenance, utilities and fuel. Rates vary according to the number of adults and children in a family unit. The amount is $145 a month for one adult and $200 for a couple. For single parent families, the amounts range from $180 for a mother with one child to $320 for a family with nine children or more. Amounts for families with two adults range from $215, for families with one child, to $320 for families with seven children or more.

Separate shelter allowances are again set. An adult living alone in a rented room or apartment may now be allowed up to $40 for rent by a welfare officer or other designated person and up to $70 by the Regional Administrator. The corresponding amounts for a family are $75 and $150. In exceptional cases, the Regional Administrator may authorize a rental allowance of up to $175 for a family with the prior approval of the Director of Assistance.

The allowances for board and lodging and clothing and personal care for persons rooming and boarding were combined and the amounts raised. For persons living with non-relatives, the allowance is now $100 for an adult (a person 18 years and over) and for children 16 and 17 years, and $40 for a child under 16 years.

If the landlord is a relative, the allowance for board and lodging and clothing and personal care is now $90 for an adult and $30 for a child.

A fuel allowance of $15 a month is payable to persons living in Labrador for the period November 1 to April 30 each year.

A transportation allowance at the prevailing commercial rates is now payable to persons in need.

FINANCIAL RESOURCES

The limits on allowable income for long-term recipients were raised to $40 a month for a single adult and to $100 for a family of two or more.

The maximum amount of income permitted persons applying for assistance on grounds of unemployment during the 30 days prior to application was raised effective September 1, 1973, and again in January to the following: $185 for a single applicant, $300 for a family of two, and $315 for a family of three, plus $20 for each person in excess of three up to a maximum of $420. If a family is living in rented quarters, it is allowed an additional $150 as before, and a homeowner paying on a mortgage is permitted an additional $100. The head of a family of two or more is now allowed liquid assets of $100 and, as before, a single adult is allowed $40.

PRINCE EDWARD ISLAND

Prince Edward Island approved a special allowance for the blind, increased the comfort allowance and authorized a temporary across-the-board increase in allowances for items of basic need.

The provision authorizing a special care allowance for the disabled was amended by the addition of a special clause for persons who are beneficiaries under the Blind Persons Act. Each such person may be paid up to $75 a month provided the combined payment does not exceed $150 a month if single, and $300 a month if he is a married person living with a blind spouse.

The comfort allowance payable to beneficiaries in homes for special care was increased by $5 to $20 a month, according to a regulation gazetted September 29, 1973, with no change in the allowable comfort fund balance of $150.

An amendment published on November 3, 1973 amended the limitations placed on the allowances for items of basic need to take account of the rise in the cost of living. It provided that a special allowance in an amount equal to 10 per cent of his monthly allowance covering food, clothing, shelter, fuel, utilities, personal care and household supplies, be paid to each beneficiary for the period November 1, 1973 to January 31, 1974 inclusive.

NOVA SCOTIA

Nova Scotia enacted two amendments to the Social Assistance Act and issued some amendments to the Provincial Assistance Regulations, which increased benefits of welfare recipients. The Department of Public Welfare was renamed the Department of Social Services, effective May 15, 1973.

SOCIAL ASSISTANCE ACT

The first amendment to the A authorized the Minister of So Services to enter into agreeme providing for the establishme maintenance and continuation work activity centres and shelte workshops, and work activity a sheltered employment progra The second amendment enab the Minister to provide spe social assistance for persons receipt of the federal Guarant Income Supplement.

ASSISTANCE REGULATIONS

The first amendment to Provincial Assistance Regulati which was effective April 1, 1 increased the overall mont maximums for the aged and disabled, needy women 60 t years (inclusive), mothers v dependent children, depend fathers and foster children. It raised the Supplementary All ance payable to recipients o allowance under the Disab Persons Allowances Act or Blind Persons Allowances Act increased the amounts that ma added to budgets for item special need.

The second amendment incre the allowances for room board, food and clothing, mis laneous essentials and she costs, effective July 1, 1973.

Another amendment raised overall monthly maximums fo various categories of recipie increased the amounts alloc for items of basic need and m a number of other changes, e tive January 1, 1974.

e overall monthly maximum for rsons 65 years and over not gible for the Old Age Security nsion and women 60 to 64 years s raised from $115 to $160. The ximum for a disabled person s also raised from $115 to $160 om $150 to $235 if living with his ouse).

e maximum for a mother with pendent children was raised to 35 a month for a mother with e dependent child, and to $245 a mother with two dependent ildren, increasing by $5 for each ditional dependent child to a ximum of $285 for a mother th 10 dependent children.

e maximums for dependent hers, that is, fathers who are employable because of physical mental disability, are the same as dependent mothers. However, a dependent father has a spouse iding with him, his maximum is creased by $25. The maximum for o adults and 10 children is $310.

e allowance for foster children s raised to $50 for the first child d to $45 for each subsequent ild. The maximum payment to ster parents is $275 a month.

e overall monthly maximums ted above are to be reviewed mi-annually and increased to the arest dollar in accordance with y increase in the minimum wage.

ost of the allowances for the ms of basic need were raised. e basic food allowances were sed to $33 for adults, $39 for ildren 12 to 18, and $30 for ildren 7 to 11. The food allow-ce for children six years or under mains $23, the rate set in July, 73.

e clothing allowance for adults mains at $11, the rate set in July, 73. Children's rates were creased to $13 for children 12 to $10 for those 7 to 11, and $9 for ildren six years or under.

The allowance for miscellaneous essentials is: $7 for adults and for children 12 to 18, and $6 for children 7 to 11 and for children six years and under.

The allowances for room and board were raised to $95 a month for aged and disabled persons, and to $70 for mothers and fathers with dependent children. Children's rates were raised to $50 for children 12 to 18 years, $40 for children 7 to 11 years and $35 for children six years or under.

A new provision authorized a household supply allowance of $10 a month. Another provided for a transportation allowance of $5 a month.

The maximum heating allowance was increased to $30 a month.

The maximum that may be granted for mortgage payments, taxes, or rent and heat, electricity and water is now $135 for a unit of one or two persons and $155 for a family of three or more.

The allowances for food, clothing and the other items described above are to be reviewed semi-annually and adjusted in accordance with any increase in the Consumer Price Index.

NEW BRUNSWICK

Among other changes, amendments to the Social Welfare Regulations of New Brunswick raised the rental allowance and the comfort allowance.

A regulation gazetted May 9, 1973, provided that rent may be paid on the basis of actual cost provided it does not exceed $70 for one person with an additional $10 for each additional member of a family unit up to a maximum of $130. Formerly, the maximum was $40 in rural areas and $60 in urban areas.

Another amendment gazetted May 30, 1973, raised the comfort allowance for persons receiving institutional care from $15 to $25.

This amendment also authorized the provision of a Health Services Card to a person receiving a blind or disabled persons' allowance if the Director of Welfare is satisfied that hardship would otherwise result.

QUEBEC

During 1973, Québec authorized several changes in rates of assistance and adopted new provisions respecting earnings of welfare recipients designed to encourage them to obtain or return to employment.

Rates for ordinary needs (food, clothing, household and personal requirements) which had been increased in January 1973 (LG April 1973 p. 229) were changed again effective April 1, 1973 to help meet increased living costs. These changes resulted in increases of varying amounts.

A further amendment authorized an interim increase of 5 per cent for the period October 1 to December 31, 1973.

Major changes went into force on January 1, 1974, which took account of the new family allowance program and of minimum wage rates. Subject to two exceptions, the maximum now granted single adults for food, clothing, household and personal requirements and lodging is $170 a month. For an employable person under 30 years of age, the maximum is now $85 instead of $75. The maximum for other adults living with a parent or child is $110. The maximum for a couple is now $272.

The maximums for single parent families are: $238 for a parent with one child, $253 for a parent with two children and $257 for one with three children or more. Rates for families with two adults are $56 higher, ranging from $294 to $313.

In addition to the maximum allowances noted above, families are granted additional amounts for each child 18 years of age or over who is attending high school full time. These are: $20 for the first child, $27 for the second, $38 for the third and $42 for the fourth.

The rental zones have been abolished. Instead, the regulations show the minimum rents that entitle recipients to the maximum allowance. These are: $65 for one person, $85 for two persons, $95 for three and $105 for four. If the shelter costs are below the relevant minimum, the difference is subtracted from the allowance for ordinary needs. For this purpose, lodging costs for homeowners include land taxes, $10 a month for maintenance costs, fire insurance premiums, mortgage payments, including payments on a mobile home used as an exclusive and permanent residence. For tenants, they include actual rental costs and, where applicable, rental taxes.

Starting in 1975, rates are to be raised annually in accordance with the method applicable to family allowances.

A new provision effective November 28, 1973 permits the regional office to grant $150 for the installation of a furnace and up to $75 for repairs.

Regulations effective May 1, 1973 permit welfare recipients in receipt of assistance for four months or more who find work at low wages to continue to retain a certain percentage of their previous social aid payments. Benefits are reduced gradually. The regulations include a schedule showing the amounts counted as income for the first four and subsequent months of employment. In addition to these exemptions, there is a basic exemption of $25 for an individual plus $15 for a spouse and $5 for each child.

ONTARIO

In 1973, Ontario made a number of changes in both the Family Benefits program, the provincially administered program for persons with long-term need and the General Assistance program, the program operated mainly by municipalities for persons requiring short-term aid.

FAMILY BENEFITS

Rates for ordinary needs (food, clothing, utilities, household supplies and personal needs), and the overall monthly maximum were raised effective January 1, 1973. The maximum shelter allowances were also raised and the minimums were reduced.

In April, about 12,000 persons classified as permanently unemployables who were receiving municipal assistance were transferred to the family benefits program and as a result received higher rates than they would otherwise have received.

A provision known as the "Loss of Purchasing Power Item" which raised the allowances being paid by 5 per cent without any change in the Schedule for Ordinary Needs was authorized effective September 1, 1973. Rates for persons rooming and boarding, foster children, and the overall monthly maximum were also raised.

Overall Maximum. Rates w again increased, effective Janua 1974. The overall maximum is $380 for a family of four plus for each beneficiary in exces four. If, as a result of the repea the cost of living factor no above and the changes in amounts now authorized for o nary needs and for shelter, a re ient's allowance is lower tha was prior to January 1, it mus increased by the amount of reduction.

Ordinary Needs. Under the rev Schedule showing the amoun ordinary needs (food, cloth household and personal requ ments and utilities) the amou now $91 for one adult and $14 two. Rates set for single pa families range from $130 f parent with one child nine yea under to $242 for families three dependent children age years or over. For families with adults, the corresponding amo are $180 and $281, respectively following amounts may be a for each child in excess of t $42 for each child aged 16 yea over; $35 for each child 10 t years and $30 for each child years or under.

Shelter. The maximum sh allowance for a single person raised to $64. The allowance persons with dependants increased to $112 for he premises and $102 for unhe quarters with, as before additional $5 for each benefi in excess of two. The mini shelter allowance remains $13 single person and $18 for all applicants or recipients.

Foster Children. The allowanc foster children were raised t for the first foster child, $60 f second and $50 for each addit foster child.

ard Rates. Maximum and nimum monthly board rates re set. The monthly maximums $140 for one adult beneficiary; 0 for two beneficiaries; $250 for ee, and $290 for four or more. e minimums range from $100 to 0. For each beneficiary in excess four, $40 may be added to the nthly minimum or maximum as case may be.

NERAL WELFARE ASSISTANCE

noted above, some 12,000 employable persons were transred from general assistance to family benefits program.

ective April 1, 1973, the maxim shelter allowances and the rall monthly maximum were ed.

ive per cent across-the-board rease in general assistance paid, s authorized effective tember 1, 1973, without any anges in the rates set for specific ms of need. The rates for foster ldren, other than those in the e of a children's aid society, and overall monthly maximum, were increased.

further amendment effective uary 1, 1974, raised the overall nthly maximum, the amounts ordinary needs and the allowe for foster children.

e overall monthly maximum for except residents of nursing nes was increased to $365 a nth for recipients with three pendants or less, plus $20 for h dependant in excess of three.

linary Needs. The monthly ounts for ordinary needs (food, thing and personal requirents) were raised by varying ounts to $67 for a single adult, r $109 for a couple. Monthly s for single-parent families now range from $102 for one adult and a child nine years or under to $316 for families with six dependent children 16 years or over. Rates for families with two adults range from $138 to $343. The rates for children in excess of six are: $38 for each child 16 years or over, $32 for a child 10 to 15 years and $27 for a child nine years or under. Weekly rates were raised correspondingly.

Foster Children. Rates for foster children not in the care of a children's aid society were raised to the level set under the Family Benefits program—$75 for the first foster child, $60 for the second and $50 for the third. These changes were designed to bring the rates paid by provincial and municipal social assistance agencies more into line with the rates being paid by local children's aid societies.

MANITOBA

Manitoba made several changes in rates of assistance during the year.

RATES OF ASSISTANCE

Food Rates. Rates for food were raised twice—the first increases effective May 1, and the second November 1, 1973. As a result, the basic monthly food allowance for persons over 19 years of age is now $33.50 a month. Monthly food allowances for children are: $38.70 for children 15 to 19 years of age; $34.80 for children 12 to 14 years; $28.40 for children 7 to 11 years; $23.20 for children four to six years of age, and $20.70 for children three years or under.

Adjustments in the food allowance are again made for family size. The additional amount is now $6.50 for a single person, $3.80 a person for each person in a unit of two, and $1.30 for each person in a family of three. There are no adjustments for families of four or five persons, but the deduction from the total food allowance for households of six persons or more is currently $2.50 a month for each person over five.

Clothing Allowance. Effective May 1, 1973, the adult clothing allowance was raised to $12.30 for persons 65 years of age or older and $11.50 for persons 20 to 64 years. Children's rates were raised to: $14.50 for children 15 to 19 years; $11 for children 12 to 14 years; $8 for children 7 to 11 years, and $6.50 for children six years and under. For a child not living with his own family, the amount is, as before, the actual cost as required and authorized by the Director. The additional amount that may be added for each employed adult is $8.

Personal Care. The personal care allowance for an adult under 65 years was raised to $13.50 effective May 1, 1973. An allowance of $18.50 was also set for a blind adult; previously, the payment of an additional $5 a month to a blind recipient was optional. A new provision set a personal care allowance of $16 a month for each adult who is rooming and boarding. The allowance for a needy resident of a licensed institution for the aged and infirm who is socially active was raised to $18 a month; it remains $5 for those who are socially inactive. The personal care allowances for recipients 65 years of age who do not reside in an institution for the aged and infirm were raised in May and again in November to $59.02 for a single or married recipient ($50.60 each if both the recipient and his spouse are 65 years of age or older and are living together).

The maximum allowances for persons rooming and boarding were also raised to $69 for a single person living with relatives and $124 for a couple, effective December 30, 1973. In a private

boarding home, the corresponding maximums are now $90 and $140, respectively. Single persons whose living arrangements require restaurant meals may now be granted $81 and, as before, the actual cost of a room. Rates for persons requiring care or supervision were also raised.

The provision authorizing an allowance of $150 a household a year for special needs was amended effective September 1, 1973, to permit the granting of an additional amount with the approval of the Minister of Health and Social Development. An allowance for expenses essential to the employment of a recipient was also authorized.

SASKATCHEWAN

The principal changes in Saskatchewan during this period concerned rates of assistance.

The basic food allowances for persons in receipt of assistance for more than 90 days were increased by a regulation gazetted August 11, 1973.

In November 1973, the rates for short-term, emergency and interim assistance as well as the food allowances for long-term recipients were deleted to be replaced by basic allowances for families termed "Family Assistance Benefits". Basic allowances for persons who established need for food, clothing or personal items only were also set. In addition, a special adjustment allowance was authorized to ensure that families in receipt of assistance on November 1, 1973, were not adversely affected by the changes.

Assistance Benefits. Effective January 1, 1974, the term "Family Assistance Benefits" was changed to "Assistance Benefits". These basic allowances covering food, clothing and personal care are now as follows: $50 for a child four years or under, $55 for a child five to nine years and $65 for a child 10 to 17 years. The allowance for persons 18 years and over remains $60, the rate set in November 1973.

Adjustments are again made for family units. In addition to the basic rate, an allowance of $20 per month is paid for each family unit maintaining its own household. This allowance may be issued quarterly or semi-annually if deemed appropriate by the unit administrator. The basic allowance is reduced by $10 a month for the fourth and each subsequent child.

BASIC ALLOWANCES

Food Allowance. For persons who establish need for a food, clothing or personal allowance or for any two of these items, the ordinary food allowances are: $30 for each child four years or under; $35 for each child five to nine years; $40 for each child 10 to 17 years; and $38 for each person 18 years and over.

Clothing Allowance. The clothing allowance must be calculated in accordance with need but must not exceed: $9 for each child four years or under; $10 for each child five to nine years; $12 for each child 10 to 17 years; $11 for each person 18 years and over. The clothing allowance may be issued quarterly or semi-annually if deemed appropriate by the unit administrator.

Personal Allowances. The mon
allowances for personal care ar
follows: $11 for each child
years or under; $10 for each c
five to nine years; $13 for e
child 10 to 17 years, and $11
each person 18 years and over.

The maximum for room and b
was raised from $75 to $90 an
before, the unit administrator
approve assistance in excess of
amount if satisfied that extr
hardships would result. Alterna
payment may be paid at the
established by the local advi
boards provided they do
exceed $90.

ALBERTA

In 1973, Alberta passed The Se
Citizens Benefits Act and raise
food allowances.

The Senior Citizens Benefits
The Senior Citizens Benefits
provides for a supplement to
dents of Alberta who are rece
the Old Age Security pension
the Guaranteed Income Sup
ment retroactive to Octob
1973. The payment is currentl
a month.

Food Allowances. The maxi
food allowances were rev
effective May 1, 1973 to
account of the increases in the
of living. The maximum
increased to $41 for a single
adult and to $36 for a female,
$71 for a couple.

The food allowances for fam
composed of a mother with o
more children ranged from $5

nother with one child six years or der to $213 for a mother with e dependent children aged 16 to years. The maximum food owances for families consisting one male adult with children re $4 higher than for families of mparable size headed by a oman.

r families with two adults, the od amounts ranged from $87 for nilies with one child six years or der to $248 for families with five pendent children aged 16 to 20 ars.

here are six or more dependent ildren, the additional amounts ded for the sixth and each bsequent child were as follows: 3 for a child six years or under; 5 for a child 7 to 11 years; $33 for hild 12 to 15 years and $37 for a ild 16 to 20 years.

me of the extra allowances that ay be provided upon medical commendation were amended. e allowances for persons with berculosis and those requiring a gh protein diet were raised to $9 month, and those requiring a stricted sodium diet to $5. The tra allowances for pregnant omen and for persons needing a uten free diet were raised to $9 d $10, respectively.

e diabetic diet allowance was nended so that it was based on e calorie count. For a single rson, the full food rate thorized was $47 for a 1,500 lorie diet, $57 for a 2,000 calo- diet and $70 for a 2,600 calorie et. For family units of two or ore persons with a male ipient $6, $13 or $24 could be ded to the food rate, depend- on the number of calories quired. For family units with a nale recipient, the amounts ded were $10, $17, or $28.

BRITISH COLUMBIA

Among other changes, British Columbia in 1973 renamed the Department of Rehabilitation and Social Improvement, the Department of Human Resources, raised its social assistance rates, provided for the supplementation of the earnings of low-income workers and extended its Mincome program.

SOCIAL ASSISTANCE RATES

Social assistance rates were increased to provide an effective net increase of 20 per cent effective June 1, 1973.

Total Support. The monthly amounts allocated for "total support" that is, the amounts which cover food, clothing, household and personal needs for the month are: $65 for a single person, $130 for a unit of two and $165 for a unit of three and $200 for a unit of four. Rates for units of five, six or seven persons are $240, $275 and $305. For family units in excess of seven, $30 is added to the support allowance for each additional person. The maximum that may be granted is for a unit of 10.

Dietary Allowances. The pre-natal allowance was increased to $25 a month and, upon receipt of a doctor's certificate confirming pregnancy, is payable for up to eight months prior to confinement and four months after. The allowances for other special diets recommended by a doctor were increased to $20 a month.

Shelter. The shelter allowances, which include fuel and utilities, are $75 for one person, $120 for a family of two, $135 for a family of three, $150 for a unit of four, increasing by $10 for each additional person in a unit to $180 for a family of seven. For each additional person up to and including the tenth, the shelter allowance is increased by $10. Ten per cent of the shelter allowance is designated for utilities and 10 per cent for fuel but the actual costs may be paid provided the maximum shelter allowance is not exceeded. Seventy-five per cent of the difference between the rent/mortgage paid (not including heat and utilities) and the appropriate shelter rate may be paid.

Basic Monthly Maximums. The basic monthly maximums are: $140 for one person; $250 for a unit of two; $300 for three persons and $350 for four. The maximums for units of five, six or seven persons are $400, $445, and $485, respectively.

Board and Lodging Rates. For assistance recipients who are paying board or lodging, the amount payable is the actual cost plus an allowance for personal needs of $40 a month for each adult and $25 for each dependent child. The combined allowance must not, however, exceed the relevant basic monthly maximum.

Allowable Assets. The limitations on liquid assets was raised to $1,000 for married couples or family situations. The maximum for single persons, except transients, is $500. Formerly the exemption was $500 for unemployable persons; there was no exemption for young single applicants or to families with short-term need but the local administering authority could exempt some personal assets, up to $500 if real hardship could result or if wise case planning justified some exemption.

LOW INCOME EARNERS

Effective June 1, 1973, the Department of Human Resources, which had previously not supplemented the wages of full time workers except in cases of extreme hardship, changed its policy and began to supplement the wages of low income workers up to the level of social assistance units of comparable size. In determining need, net earnings are considered, that is, actual take-home pay or earnings after deduction of income tax and other statutory deductions, superannuation or company pension plan deductions. Persons who work full time, that is, 35 hours or more a week are not, however, eligible for the earnings exemption allowed persons who work less than half time—$50 a month for a single person and $100 a month for a family head.

MINCOME

The term "Mincome", which originally applied to the program under the Guaranteed Minimum Income Assistance Act guaranteeing a minimum income of $200 a month to recipients of the federal Guaranteed Income Supplement, was extended and the guaranteed minimum was raised. It now applies also to persons under the Handicapped Persons Income Assistance Act, that is, recipients of Blind or Disabled Persons Allowances, recipients of social assistance who qualified for handicapped persons assistance, persons 65 years or more ineligible for the Old Age Security pension and a new group—persons aged 60 to 64 years inclusive. A press release of August 23, 1973 stated at least 18,000 to 21,000 persons would benefit by this extension to the 60-64 age group. These people (many of them single) were not employable or had inadequate pensions because of early retirement due to ill health or broken work records, the release said.

Both the age benefit and handicapped benefit were raise $209.02 a month for single per and $418.04 for a couple if both eligible, effective October 1, The income ceilings were fur increased to $213.85 for a si person and to $427.70 for a co if both spouses are eligible e tive January 1, 1974.

Fifty dollars of a workm compensation benefit or a disability benefit is to be exe when calculating the amou income assistance a person receive under the new 60 to 64 benefit. Social assistance ma granted on behalf of a spouse of dependent children.

(Until her untimely death May 1, 1974, Miss Plunkett v employed in the Policy a Program Development a Coordination Branch, Dep ment of National Health a Welfare.)

50 YEARS AGO

On April 29, 1924, Prime Minster W. Mackenzie King moved a resolution for the appointment of a Special House of Commons committee to conduct an inquiry into an old age pension system for Canada. The action taken by Parliament and the schemes established in other countries were summarized in the June 1924 number of **The Labour Gazette.**

Labour representatives favoured the establishment of an old age pension system, but the railroad brotherhoods stated that they would be unwilling to replace their present pension system with a general one created by Parliament.

The committee appointed in 1924 published a review of legislation establishing old age pension systems in Great Britain, Australia, New Zealand, Belgium, France and Italy, together with copies of the laws passed in 1923 in the states of Montana, Nevada and Pennsylvania, and of the bill introduced in the United States Congress in February, 1924.

Non-contributory schemes had been established in 1908 by three American states, by Great Britain and by Australia. Similar schemes were set up in New Zealand in 1913 and in Belgium in 1920, the cost of the pensions being met by the state. In France and Italy, the principle adopted was that of insurance, the fund made up of contributions subsidized by the state.

In 1924, systems of compulsory old age insurance, usually assisted by the national treasury, were in operation in France, Germany, Iceland, Italy, Luxembourg, Netherlands, Portugal, Roumania, Serbia, Spain, Sweden and Switzerland. The non-contributory system had been adopted in Denmark and Uruguay as well as in Great Britain, Australia, New Zealand, Belgium and the three American states.

The pensionable age varied from 60 to 70 years, Great Britain, Montana and Pennsylvania imposing the higher age limit, and France and Nevada the lower. In Italy, Belgium, Australia and New Zealand the age at which a pension was payable was 65 years, but women were pensioned at the age of 60 in Australia and New Zealand.

In Britain, 56 per cent of the population over 70 years of age, or slightly over 2 per cent of the entire population, were receiving pensions in 1919. In Australia the figure was 1.86 per cent, and in New Zealand, 1.65 per cent. The lower age limit increased the number of pensioners in these countries as compared with Britain, but the better financial condition of the poorer people in Canada enabled a larger percentage to be self-supporting.

The population of Canada in 1921 was 8,788,483, of whom 419,107 were 65 years of age or over. If the same proportion of the population had been pensionable as in Australia, the number would have been 163,465. If the rate used in New Zealand had been applied to Canada, the number of eligible pensioners would have been 145,099.

In February, 1924, a bill to provide old age pensions for persons over 60 years of age was introduced in the United States Congress and referred to the Committee on Labour, but no further action was taken regarding it. The maximum pension that could have been granted under this bill was $8 a week payable to those whose weekly income did not exceed $8. Persons with an income of more than $12 a week were not pensionable, but those whose income was between $10 and $12 would have been given a weekly pension of $4.

BOOK REVIEW

LABOUR AND THE MULTINATIONALS

Capital, Inflation and the Multinationals, by Charles Levinson, 1971, George Allen and Unwin, 229 pp; **International Trade Unionism,** by Charles Levinson, 1972, Ruskin House Series in Trade Union Studies, George Allen and Unwin, 402 pp; and **Industry's Democratic Revolution,** edited by Charles Levinson, 1974, Ruskin House Series in Trade Union Studies, George Allen and Unwin, 350 pp.

by JOHN MAINWARING

These three books together set out the basic thought and concepts of this expatriate Canadian trade unionist, who for many years has been a major theorist of the rise of the multinational enterprise (MNE) and an activist in the development of a trade union response to this phenomenon.

Having lived abroad for more than 20 years, Levinson is less well known in Canada than in Europe, where he is in great demand for interviews on television and in the press, and is a frequent lecturer at academic and intellectual conferences. As far back as the 1950s, when he was deputy general secretary of the International Metalworkers Federation, Levinson was documenting the activities of MNEs and working to awaken opinion and stimulate the trade union response. For the past 10 years he has been Secretary-General of the International Federation of Chemical and General Workers' Unions (ICF) with headquarters in Geneva, whose "three-phase" strategy in dealing with MNEs is summarized below. (Canadian affiliates of the ICF, with membership totalling around 75,000, include the United Paperworkers' International Union, the International Chemical Workers' Union and the United Glass and Ceramic Workers.)

Levinson's approach to the MNE is positive. He believes that the influence of multinational enterprises will continue its rapid growth of recent years. As these enterprises, he feels, have obvious advantages in organizing the world global economy, the trend should not be resisted. The desirable policy should rather be of understanding the nature and significance of MNE operations and seeking to ensure that workers share appropriately in the advantages.

He argues that in the new inter tional economic environm increasingly dominated by multinationals, attempts national governments to man their economies by Keynes methods and their internatio trade relations by traditional tr theories are obsolete and unrea tic. Governments will need adjust their policies to ta account of the relative impe ousness of the large corporati to such blunt weapons whi however, can inflict wounds e where in the economy.

Although the concepts explore the three books overlap to so extent, the first is primarily devo to the role of multinationals in spread of inflation. At a t (1970-71) when wage costs w being widely cited as the m cause of inflation, Levinson ca attention to the worldwide sca of capital, which, he insisted, a much more significant factor argued that the main objectiv large corporations had become so much to optimize their profi to achieve growth.

"This stems from the change in ownership of industry and uncoupling of management f stockholders. Entrepreneurs stockholders traditionally h sought to accumulate priv wealth or property, which imp taking profits out of the busi for personal use and possessi But the new controllers of indu financial institutions, hold companies and the like, as we their professional management concerned instead with gro and expansion. And "corpo growth is like drug addiction stronger it gets, the greater need and dependency. Both exploded into social epidemics seem in danger of getting ou control . . .

The entire problem is exacerbated
growing international competi-
on for funds, especially to finance
verseas expansion, and an inade-
uate, inequitable institutional
stem for raising and allocating
pital."

the end of the 1960s "the
mand for capital outstripped
pply and chased interest rates
rough the roof. This gap in capi-
l supply and demand will
come greater in the 1970s and
ake capital the most sought after
d consequently scarcest factor of
e economy...

s interest rates rise and external
edit lines dry up, companies are
mpelled to seek greater internal
quidity by upping prices. The
rminal effects of deflationary
scal and monetary policy at a
rtain stage thus become self-
gating and the reverse of what is
ught. Instead of a fall in demand
ith sales damping prices and
wering the rate of capital spend-
g, prices rise to sustain invest-
ent. All higher short-term mate-
l and labour costs in cash-flow
anagement are carried over into
ices, in order to protect long-
rm capital needs." This, he
gues, is feasible because of "the
neral price inelasticity of most
nsumer products and the
ministered price systems perva-
e throughout industry."

vinson concedes that "wage
sts, consumer demand, excessive
pansion of the money supply are
doubtedly influential in raising
ices, once inflation is under way.
wever, they are derivative, not
imary or causal factors of the
ntemporary inflation. They are
e symptoms of the condition, not
e fundamental cause, which is to
found in the structural changes
ulting from the high technology
ad long-term multinationalism of
vate capital investment."

Levinson's second book, **International Trade Unionism,** resumes the theme of the first and goes on to deal in much greater detail with the trade union response. "It cannot be expected that workers will forever agree to the amassing of huge surpluses for investments and tremendous growth in a corporation's assets without demanding their share, because this is where the great injustice resides."

Levinson describes a "three-step process" to illustrate "the probable trade union route towards the creation of an international, global counter-force to the multinational corporation.

"The first stage is companywide support of a single union in one country in a dispute with foreign subsidiaries." This stage, he points out, is already widespread and is promoted through international federations such as the International Metal Workers Federation, International Food and Allied Workers, International Transport Workers, etc. as well as the ICF, his own organization. He gives various examples of the process in action.

"The next quantum jump is to the level of multiple negotiations with a company in several countries at the same time. Here the function is to co-ordinate pressure and support behind the different national unions bargaining with a company. This need not involve all the plants nor even a majority of them. Claims or demands are not identical but, as is customary, based upon national circumstances and policies. The objective here is to muster more effective international strength to counteract the advantages of the multinational company. Such concertation could include: creation of a standing co-ordinating committee; agreement to support strikes materially in one or more countries in case of need; agreement to prevent transfer of production from foreign plants; refusal of company requests for more overtime in company plants not on strike; and conducting information and consumer campaigns against the company in order to enlist worldwide support, particularly if it produces consumer products.

"The third stage is the decisive one of integrated negotiations around common demands. This would involve the parent and all or only some of the subsidiaries. Similar wage rates would be difficult to achieve at the outset but proportionate increases could be sought. More reasonably, demands would concern job security, salary systems, pension programmes, training and retraining, industrial democracy and asset formation. Such a strategy necessarily depends upon the degree of union strength, the industrial relations history and the structure of the company's operations...

"There is little doubt," Levinson states, "that such a programme is perhaps the single most important task of the international movement as a whole in the immediate future ... The difficulties lie largely with unions themselves, in their ability to really turn from purely national commitments and concerns to more international ones. For many organizations, the basic purpose of the international trade secretariats (ITSs) is to help bolster the strength of national affiliates, rather than to develop more meaningful international co-operation. But national

trade union problems are increasingly going to be sharpened by the impact of the internationalization of industry. Developing a truly international force has become a condition for national trade union survival."

In attempting to summarize even the broad thrust of Levinson's thought the reviewer runs into the problem of the variety of topics handled, even though the themes are closely interwoven. Suffice it to say that the second book also contains interesting ideas and information on industrial democracy, asset formation, and technological unemployment and retraining, and a particularly valuable chapter charting the move of the multinationals into Eastern Europe, the growth of East-West trade and its implications for the union movement.

Industrial democracy is the theme once again in the third volume, an anthology to which he contributes an introduction, or "overview". This volume contains 14 articles dealing with 11 different countries in Europe and North America.

The Canadian contribution comes from Henry Lorrain of the United Paper Workers International Union. Lorrain argues that "just as there are matters now subject to collective bargaining which were heresy two or three decades ago, so there are prerogatives of management today which must yield to bilateral decision-making. Our position will be to oppose firmly any arbitrary limitations on collective bargaining and the obvious implications which limit the ability of the union to protect its members in their work life."

The various other authors describe developments and aspirations in the following countries: Federal Republic of Germany, France, Yugoslavia, Israel, Norway, United Kingdom, Sweden, Austria, Switzerland and the United States. Levinson notes that all the contributors are "activists and practitioners of power. Among them are leaders of some of the most powerful and influential trade union organizations in the world."

Levinson's "overview" puts emphasis on the problems faced by workers in individual enterprises. "The conventional structures and decision-making processes of the enterprise have," he argues, "become obsolete. The culture of factory and office has not evolved in compatibility with the widening cultural expectations of society. The personality, intelligence and life style of people who in the past were referred to as 'the masses' are no longer in tune with work systems which were developed from that perspective. Increased social awareness, wider communication and greater social mobility have come hand in hand with the expansion of the production systems to their natural boundaries at the global frontier... Especially for the younger people, who have no history of deference, repetitious, boring work carried out under adverse physical conditions usually inimical to physical and mental health and organized primarily for the benefit of machine utilization and productivity is in conflict with their living habits, values and expectations ...

"The new drive, as expres
formally in the great majority of
national demands of unions
democratizing industry, is for
right of workers' representative
participate directly, usually o
basis of parity, in the decisi
making process at plant level
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are recognized as insubstantive
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and at the local level creates
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The succeeding articles in
volume describe the variety
forms through which this gen
sort of objective is pursued un
differing national conditions.

An important feature of all th
books is the continual illustra
of theory by reference to spe
activities of individual corp
tions. The quantity of such spe
references is impressive;
weaving of the information int
integrated pattern of behavi
calling for a sophisticated respo
is the remarkable achievemen
this notable Canadian internati
activist.

(John Mainwaring is Director of
Department's International Lab
Affairs Branch.)

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PRICES AND EMPLOYMENT

CONSUMER, MARCH

The consumer price index (1961=100) increased 1.0 per cent to 160.8 in March from 159.2 in February, mainly because of a rise of 1.4 per cent in the food index. All major components advanced, despite a decline in meal prices, a 0.8 per cent increase in the housing element and an advance of 1.8 per cent in the clothing index. The recreation, education and reading index rose 0.5 per cent, and that for tobacco and alcohol, 0.4 per cent. The transportation and health and personal care components rose 0.3 per cent. In March, the price level of all items other than food was 0.8 per cent higher than in the previous month. The all-items index was 10.4 per cent above its level of a year ago.

The food index increased 1.4 per cent to 180.5 in March from 177.9 in February **mainly because of a 1.5 per cent rise in the retail price level of food for home consumption;** food eaten away from home advanced 1.2 per cent. Except for beef and pork quotations, which declined, prices for all important groups of home-consumed foodstuffs advanced—sugar and related items and fresh vegetables being responsible for the increase. Sugar prices rose a further 30 per cent in March—more than doubling in the last three months. Fresh vegetable prices advanced more than 8 per cent, with potatoes, lettuce and cabbage accounting for most of the increase. With an increase of 4 per cent in bread prices, the cereal and bakery products index advanced 2.9 per cent. Dairy products recorded a rise of 1.4 per cent. Margarine prices, increasing for the seventh successive month, advanced more than 7 per cent and were 42 per cent higher than a year ago. Soft drinks and other beverages, frozen and convenience foods, as well as processed fruit and vegetables, also advanced. In contrast, the level of beef prices was 1.6 per cent lower than in February but 22 per cent above its level of March 1973. Pork prices declined 2.6 per cent in the latest month. Between March 1973 and March 1974, the total food index and its component for home-consumed food each increased 18.6 per cent. Food consumed away from home advanced 18.1 per cent.

The housing index rose 0.8 per cent to 160.7 from 159.4 because of increases of 0.6 per cent in shelter and 1.2 per cent in household operation. The home ownership component advanced 0.8 per cent, mainly because of increases in indexes for mortgage interest, new houses and owner repairs. Rents increased 0.2 per cent. All major groups within household operation recorded increases. Prices, on the average, rose 2.3 per cent for furniture and 2.7 per cent for appliances. Domestic gas rates increased in Vancouver and electricity rates advanced in some smaller Ontario centres. General increases were recorded for linen, draperies, floor coverings and tableware. Household supply items advanced 1.7 per cent as all items surveyed registered increases. Higher appliance repair charges in most centres were responsible for an increase of 0.7 per cent in the household services index. The housing index was 7.5 per cent above its level of a year ago.

The clothing index advanced 1.8 per cent to 148.1 from 145.5, and was 10.1 per cent higher than a year ago. Widespread increases for many items were responsible for the latest increase that reflected, in part, higher prices for such materials as synthetic fabrics, cotton and wool. The men's wear component advanced 1.9 per cent and that for women's wear, 1.3 per cent. The clothing services component rose 4.4 per cent because of general increases for laundry, dry cleaning and shoe repairs. Prices for children's clothing increased 2.5 per cent and footwear quotations advanced 0.9 per cent.

The transportation index rose 0.3 per cent to 144.2 from 143.8 as increases were recorded in private and public components. Higher prices for new cars were responsible for the increase in private transportation. Gasoline prices declined slightly in several cities as reductions were recorded in some outlets, but motor oil quotations rose in several centres. Higher plane fares on domestic flights and increased local transit fares in some cities were responsible for an advance in the public trans-

portation component. The transportation index was 7.7 per cent above its level of a year earlier.

The health and personal care index rose 0.3 per cent to 163.5 from 163.0, with increases of 0.3 per cent for personal care and 0.2 per cent for health care. Toiletry prices advanced 0.7 per cent and pharmaceutical quotations rose 0.4 per cent as increases were recorded for prescribed and some non-prescribed medicines. In the latest 12 months, the health and personal care index increased 7.0 per cent.

The recreation, education and reading index rose 0.5 per cent to 150.6 from 149.8 mainly because of widespread increases in television repair charges. The price of phonograph records increased in many centres and newspaper subscription rates advanced in some smaller Ontario centres. The index was 5.7 per cent above its level of a year ago.

The tobacco and alcohol index rose 0.4 per cent to 139.3 from 138.8 mainly because of increases in the price of beer consumed in licensed premises in Québec City, Montreal and Ottawa.

Consumer price movements, reclassified by goods and services, give **another view of the incidence of price change.** In March, the total goods index advanced 1.1 per cent, the main impetus coming from non-durable goods that rose 1.1 per cent, primarily because of higher prices for food and domestic supplies. The index for semi-durable goods rose 1.5 per cent, because of higher clothing quotations, and the component for durable goods advanced 1.0 per cent as a result of increased prices for appliances, furniture and furnishings. The services index rose 0.6 per cent as increases were recorded in the shelter, health, personal care and clothing elements. Between March 1973 and March 1974, the total goods index advanced 12.5 per cent and that for services 6.3 per cent.

EMPLOYMENT, MARCH

In the week ended March 16, there were 9,331,000 persons in the labour force—8,732,000 were employed and 599,000 were unemployed, Statistics Canada estimated.

The level of employment on a seasonally-adjusted basis increased for the sixth consecutive month, reaching a level of 9,059,000 in March, an increase of 38,000 from February. Employment among married men 25-54 declined by 25,000 to 3,229,000; among married women 25-54, it increased by 14,000 to 1,330,000. For persons age 14-24, employment increased by 19,000, reaching a level of 2,403,000. Increases in seasonally-adjusted employment were recorded in Ontario (14,000), British Columbia (9,000), and Québec (5,000). Employment decreased in the Atlantic region by 4,000, and in the Prairie region by 4,000; the decline in the Prairies followed six months of increases. There was an increase of 83,000 in full-time seasonally-adjusted employment, to a level of 7,890,000, and a decline of 37,000 in part-time seasonally-adjusted employment, to 1,168,000. These changes were distributed between both sexes.

Seasonally-adjusted unemployment decreased by 16,000 to a level of 514,000. For persons age 14-24, there was a decline of 21,000 to a level of 250,000. For married men 25-54, the level declined by 4,000 to 111,000. For women 25 years of age and over, unemployment increased by 7,000 to 69,000. By duration, short-term seasonally-adjusted unemployment (unemployed less than four months) declined by 13,000 to 168,000.

The unemployment rate, seasonally-adjusted, declined by 0.1 to 5.4. In British Columbia and Québec there was a decrease of 0.3 in the rate; in the other regions there was little or no change. By age group, the seasonally-adjusted unemployment rate for persons age 14 decreased by 0.8 to 9.4 in March remained at 3.8 for persons 25-54.

The participation rate, seasonally adjusted, remained at 58.3 March. A decrease of 0.2 occu for men 25 years of age and o and also for persons 14-24; a sl increase, 0.1, occurred for wor 25 years of age and over. Regi ally, the rate declined in the At tic, 0.7, and in the Prairies, 0.3, increased in Ontario, 0.2. Th were marginal changes in Bri Columbia and Québec.

DECISIONS OF THE UMPIRE

CUB 3327

The claimant in this case gave a "perfectly rational and understandable explanation of his failure to make a claim in the prescribed time," being unaware that, in 1971, there had been a change in the legislation that allowed a claimant to obtain benefit when he was off work because of sickness or injury. "In my opinion," said the Umpire, "in cases arising under subsection 20 (4) (of the Unemployment Insurance Act) the particular facts must be closely examined to ascertain whether it is proper, in the circumstances, to hold that ignorance of the right to make a claim, or of the deadline for making it, is not 'good cause' for permitting ante-dating. To apply the proposition, almost as a matter of course, as I conceive the board did here, is error."

This is an appeal by the Union on behalf of the claimant from a unanimous decision of a board of referees that upheld a ruling by an insurance officer that the claimant was not entitled to ante-date his claim for benefit to October 8, 1972.

The claimant worked for the Mines for almost 21 years, his last period of employment commencing January 2, 1972. On Sunday, October 8, 1972, he injured his left arm while working on his farm. He was not hospitalized but was unable to work. He was cleared for work by his doctor on Friday, November 24, 1972, and on that date obtained a medical certificate, required by his employer before he could return to work. On the same day he went to his union's office where he explained what had occurred. Union officials advised him that he should have been receiving unemployment insurance benefits. The claimant said he did not know that he might be entitled to benefit while unemployed because of an injury sustained elsewhere than at the job. On November 27, he applied for benefit but was refused. The board of referees, in rejecting the appeal, said in part:

"The claimant requests that this claim be ante-dated from October 8, 1972 to November 12, 1972. However, he does not establish good cause for delay in making claim. His period of incapacity has been accepted from November 12, 1972 to November 25, 1972. There is no evidence to support his claim—that his condition prevented him from filing his claim at an earlier date.

"The claimant has not proven he fulfilled in all respects the conditions of entitlement to benefit for the period from October 8, 1972 to November 12, 1972 and has not proven he was in a position to furnish such proof. He has not proven that throughout the whole period mentioned above he had good cause for delay in making such claim and in furnishing such proof."

Subsection 20 (4) of the Unemployment Insurance Act provides that a claim may be ante-dated, "subject to prescribed conditions," provided the claimant shows good cause for the delay.

In his reasons for decision, the Umpire said: "The claimant contends that there was 'good cause' for the delay in making his claim. He says he was unaware that there had been a change in the Unemployment Insurance law allowing a claimant to obtain benefit when he was off work because of sickness or injury. It is not in dispute that under the

former Unemployment Insurance Act the claimant could not have received benefits for an interruption of earnings caused by illness or injury. Under the present statute, which came into force on June 27, 1971, benefit is claimable in those circumstances. The claimant said he had been off work because of injury sustained at work while the former Act was in force; he understood that all he had been entitled to was workmen's compensation payments. He had also been absent because of illness when the old Act was in force; all he had received were some benefits under a sickness plan to which he paid contributions. His understanding was that he was not entitled to unemployment insurance benefits."

"He stated he did not know there had been a change in the legislation in 1971. He had not been told of any changes, nor had he seen any publicity regarding them. So far as he knew, the situation on October 8, 1972 was the same as in previous years.

"It is contended on behalf of the Commission, that the claimant's lack of knowledge of the change in the legislation is not 'good cause' sufficient to warrant ante-dating of his claim. Reliance is placed on the so-called maxim or principle that ignorance of the law is no excuse and on previous decisions of umpires dealing with ante-dating, when that principle has been referred to. As I understand the reasons of the board, it was felt 'good cause' had not been established. The board went on to say there was no evidence that the claimant's condition (I assume the board meant his injury) had prevented him from filing his claim at an earlier date.

"In my view, the board was in error in law. The claimant's position was that he was unaware he had the right to make a claim, not that he was physically unable to present one. There may be many other facts on which 'good cause' can be established, other than physical inability to present a claim.

"If the board considered also that ignorance of the law could never be just cause, then again I am of the view the board was wrong in law. Undoubtedly, there is a theory that ignorance of the law is no excuse ... I am of the view that it is not a principle necessarily of general application. The particular circumstances of the case must always govern. The so-called principle had its origins in criminal law. Early in legal history it was recognized it was generally not a defence to a criminal charge or a prohibited act to plead that the perpetrator did not know the act alleged was illegal, or contrary to the law. The alleged maxim that everyone must be deemed to know the law was imported into civil cases, with confusing and unfortunate results. The best illustration is in the tortured area of recovery of money paid under a mistake of fact or under a mistake of law.

"To my mind, there are substantial distinctions when one is dealing with ante-dating under subsection 20 (4). Generally speaking there can be little prejudice to the Commission and its fund if a claim is late-filed.

"In my opinion, in cases arising under subsection 20 (4), the particular facts must be closely examined to ascertain whether it is proper, in the circumstances, to hold that ignorance of the right to make a claim, or of the deadline for making it, is not 'good cause' for permitting ante-dating. To apply the proposition, almost as a matter of course, as I conceive the board did here, is error.

"The decision of the Umpire
CUB 3099 was pressed upon
The claimant there had be
dismissed as a store manager.
delayed filing his claim for alm
13 weeks. He pleaded ignoran
that he did not know that wh
unemployed as a result of be
'fired' he might be entitled
benefit. The board upheld
insurance officer's refusal to an
date the claim, and the boar
decision was affirmed by
Umpire. I do not dissent from
result reached; I think it to
correct. The particular facts m
be considered. It seems to me
board considered, and the Ump
agreed, that it was unreasona
that someone in the plainti
position should not have kno
or should have shortly ascertain
he was entitled to benefit.

"In this appeal, the claimant g
a perfectly rational and underst
dable explanation of his failure
make a claim in the prescrib
time. I need not repeat
evidence. For the reasons I ha
given the decision of the board
referees is reversed and the rul
of the insurance officer is set as
with a direction that the claima
claim be ante-dated to Octobe
1972."

CONCILIATION

During March the Minister of Labour appointed conciliation officers to deal with the following disputes:

les Services Menagers Roy Ltée, Montréal, Qué., and le Syndicat général du cinéma et de la télévision (CSN) (Conciliation Officer: S. T. Payne).

obin Hood Multifoods Ltd., Montréal, Qué., and le Syndicat national des employés de Robin lood Multifoods Ltd. (Conciliation Officer: J. J. de Gaspé Loranger).

laska Trainship Corporation, New Vestminster, B.C., and Seafarers' nternational Union of Canada Conciliation Officer: G. W. ogers).

orthern Telephone Limited, New skeard, Ont., and Communiations Workers of Canada (repsenting a unit of office, plant, stallation and maintenance nployees) (Conciliation Officer: Hulse).

stern Canada Towing Limited, alifax, N.S. (formerly MIL Tug and Slvage Ltd.) and Canadian Brothhood of Railway, Transport and eneral Workers (representing a nit of unlicensed personnel) (onciliation Officer: R. L. Kervin).

orthland Navigation Co. Ltd., and orthland Shipping (1962) Co. Ltd., ncouver, B.C., and Canadian erchant Service Guild (Conciliaon Officer: G. W. Rogers).

Nordair Limited, Montréal International Airport, Dorval, Qué., and Canadian Air Line Pilots Association (Conciliation Officer: R. N. Gray).

St. Charles Transportation Company Limited, Québec City, Qué., and Canadian Merchant Service Guild (Eastern Branch) (Conciliation Officer: M. Archambault).

Voyageur Colonial Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of drivers, ticket clerks and baggage room employees) (Conciliation Officer: G. R. Doucet).

Pacific Western Airlines Ltd., and Canadian Air Line Employees' Association (representing a unit of traffic and reservation agents, teletype operators and station attendants) (Conciliation Officer: D. H. Cameron).

Maple Leaf Mills Ltée, Montréal, Qué., and le Syndicat National des employés de la Meunerie Maple Leaf Mills Ltée (Conciliation Officer: J. J. de Gaspé Loranger).

Upper Lakes Shipping Ltd., Toronto, Ont., and Canadian Maritime Union, Local 401, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

Charterways Co. Limited and General Truck Drivers' Union, Local 938 (representing a unit of regular part-time school bus and charter drivers based at Bowmanville, Ontario) (Conciliation Officer: H. A. Fisher).

Settlements by conciliation officers. Delta Cable Television Ltd., Delta, B.C., and International Brotherhood of Electrical Workers, Local 213 (representing a unit of installers, technicians and supervisors)(Conciliation Officer: A. A. Franklin)(LG, May, p. 382).

National Harbours Board, Québec City, Qué., and Public Service Alliance of Canada (representing a unit of security guards)(Conciliation Officer: J. J. de Gaspé Loranger)(LG, May, p. 382).

Robert Sentineal Moving & Storage Ltd., Niagara Falls, Ont., and Teamsters Local 879 (representing a unit of drivers and helpers)(Conciliation Officer: H. A. Fisher)(LG, May, p. 382).

United Keno Hills Mines Limited, Elsa, Y.T., and United Steelworkers of America, Local 924 (representing a unit of production and maintenance employees) (Conciliation Officer: D. S. Tysoe)(LG, May, p. 383).

B.D.C. Ltd., Toronto, Ont., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 938, 91, 931, 141, 879 and 880 (representing certain employees working in the Provinces of Ontario and Quebec (Conciliation Officer: T. B. McRae)(LG, April, p. 304).

Arrow Transfer Company Ltd., North Vancouver; Bekins Moving and Storage Company Limited, Vancouver; Commercial Truck Company Limited, New Westminster; Hill Security Ltd., North Vancouver; O.N.C. Motor Freight System, Burnaby; Soo-Security Motorways Ltd., Burnaby;

T.I.M.E.-D.C. Inc., Burnaby and Van-Kam Freightways Ltd., Burnaby and General Truck Drivers and Helpers, Local 31 and Teamsters Local 213 (Conciliation Officer: D. H. Cameron)(LG, April, p. 304).

British Columbia-Yukon Railway Company and British Yukon Railway Company, Vancouver, B.C., and Teamsters, Local 213 (representing a unit of employees engaged in the servicing of track and classified as foremen, sectionmen and bulldozer operators)(Conciliation Officers: D. H. Cameron and R. F. Langford)(LG, April, p. 304).

Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Halifax, N.S., and International Longshoremen's Association, Local 1341 (checkers)(Conciliation Officer: C. A. Ogden)(LG, April, p. 304).

British Columbia-Yukon Railway Company, Vancouver, B.C., and Teamsters, Local 213 (representing a unit of employees engaged in the preparation and serving of food at the company's eating house at Bennett, B.C., and its section houses at White Pass and Pennington, B.C.) (Conciliation Officers: D. H. Cameron and R. F. Langford) (LG, April, p. 304).

Dispute following decision to take no further conciliatory action under Canada Labour Code (Part V—Industrial Relations).

Canadian Lake Carriers Association, Montréal, Qué., (representing certain member shipping companies) and Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (LG, May, p. 382).

Conciliation commissioner appointments. Cargill Grain Company Ltd., Baie Comeau, Qué., and le Syndicat national des employés de cargill Grain Company Ltd. (CSN) (Conciliation Commissioner: Professor Jean Paul Deschenes) (LG, May, p. 382).

United Air Lines, Vancouver, B.C., and International Association of Machinists and Aerospace Workers (representing a unit of employees classified as ticket sales, customer service and air freight agents) (Conciliation Commissioner: Hugh G. Ladner) (LG, May, p. 382).

Western Cartage & Storage (1962) Limited, Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Commissioner: T. H. Miller) (LG, April, p. 304).

Canadian Pacific Limited (British Columbia Coast Steamship Service), Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Commissioner: Hugh G. Ladner)(LG, April, p. 304).

CHLT Radio Sherbrooke Ltée; CHLT Tele-7 Ltée and CKTS Radio Sherbrooke Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Commissioner: Pierre Dufresne)(LG, Feb., p. 149).

Kenwood's Moving and Storage Limited, Montréal, Qué., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Commissioner: Judge Maynard B. Golt, Q.C.).

Conciliation commissioner settlements. Channel Seven Television Limited (CKY-TV), Winnipeg, Man., and National Association of Broadcast Employees and Technicians (Conciliation Commissioner: R. A. Gallagher, Q.C.) (LG, May, p. 383).

Transair Limited, Winnipeg, Man., and Canadian Air Line Flight Attendants Association (Conciliation Commissioner: Dr. Arjun P. Aggarwal) (LG, May, p. 383).

Settlement in post-conciliation board negotiations. Great Lakes Pilotage Authority Ltd., Cornwa Ont., and the Corporation Professional Great Lakes Pilo (representing a unit of Canadi licensed ships' pilots)(LG, May, 384).

Strike action following conciliati board procedure. Mariti Employers Association (acting and on behalf of the Shippi Federation of Canada Inc.), Port Saint John, N.B., and Internatio Longshoremen's Association, Lo 1764 (Checkers)(strike commenc on March 9, 1974 and terminat on March 18, 1974)(LG, May, 384).

Appointment of mediators un Sec. 195 of the Canada Labo Code (Part V—Industrial Relation Canadian Lake Carriers Assoc tion, Montréal, Qué., (represent certain member shipping com nies) and Seafarers' Internatio Union of Canada (Mediators: G Doucet and S. T. Payne)(S above).

Air Canada and Canadian Air L Employees' Association (rep senting a unit of passenger a communications agents) (Med tor: Stanley H. Hartt) (LG, May 384).

Strike action following appoi ment of mediator under Sec. 195 the Canada Labour Code (Part Industrial Relations). Air Cana and Canadian Air Line Employe Association (representing a unit passenger and communicati agents)(rotating strike acti commenced March 11, 1974 a terminated March 16, 1974)(s above).

Settlement by mediator under S 195 of the Canada Labour Co (Part V—Industrial Relations). B ish Yukon Railway Compa Vancouver, B.C., and Teamste Local 213 (representing employe in the train and engine service the Yukon Territory)(Mediator: H. Cameron)(LG, May, p. 384).

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended March 16, 1974		9,331	+ 0.3	+ 3.7
Employed	March	8,732	+ 0.7	+ 4.1
Agriculture	"	424	+ 6.0	− 1.2
Non-agriculture	"	8,308	+ 0.5	+ 4.4
Paid workers	"	7,744	+ 0.4	+ 4.3
At work 35 hours or more	"	6,877	+ 0.6	+ 4.2
At work less than 35 hours	"	1,472	+ 0.1	+ 13.0
Employed but not at work	"	382	+ 4.4	− 21.2
Unemployed	"	599	− 5.7	− 1.5
Atlantic	"	90	− 5.3	+ 11.1
Québec	"	278	− 6.4	−
Ontario	"	174	− 4.9	+ 8.1
Prairie	"	56	− 3.4	− 24.3
British Columbia	"	61	− 7.6	− 17.6
Without work and seeking work	"	555	− 5.0	− 1.4
On temporary layoff up to 30 days	"	44	− 13.7	− 2.2
INDUSTRIAL EMPLOYMENT (1961 = 100)†	"	138.1	− 1.8	+ 6.9
Manufacturing employment (1961 = 100)†	"	130.7	− 1.3	+ 6.3
IMMIGRATION	1st 9 months 1973	119,890	−	−
Destined to the labour force	"	60,892	−	−
STRIKES AND LOCKOUTS				
Strikes and lockouts	February	119	+ 20.2	+ 30.8
No. of workers involved	"	43,411	+ 76.8	+153.7
Duration in man days	"	432,870	+ 51.9	+158.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	February	163	− 1.2	+ 7.4
Average hourly earnings (mfg.)†	"	405	+ 2.0	+ 9.8
Average weekly hours paid†	"	37.9	− 5.3	− 1.6
Consumer price index (1961 = 100)	March	160.8	1.0	10.4
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	February	130.6	− 4.3	− 1.2
Total labour income (millions of dollars†)	"	5,644.9	+ 1.0	+ 12.0
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	February	221.8	+ 0.8	+ 4.3
Manufacturing	"	218.8	+ 0.1	+ 3.7
Durables	"	254.3	− 0.8	+ 2.5
Non-durables	"	190.8	+ 1.0	+ 5.1
NEW RESIDENTIAL CONSTRUCTION**				
Starts	February	22,535	−	+ 12.3
Completions	"	30,109	−	+ 5.9
Under construction	"	166,719	−	+ 7.9

Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
‡ Advance data.
† Preliminary.
** Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Departme of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first thre tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includ all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leadi to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1969-1974

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month of Ye: Strikes and Lockouts	Workers Involved	Duration in Man-Da: Man-Days	Per Cent Estimate Workir Tim
1969	566	595	306,799	7,751,880	0.4
1970	503	542	261,706	6,539,560	0.3
1971	547	569	239,631	2,866,590	0.1
1972	556	598	706,474	7,753,530	0.4
*1973	666	712	349,866	5,705,090	0.3
†1973—February	43	91	17,113	167,300	0.1
March	55	103	22,603	227,090	0.1
April	66	116	23,986	236,520	0.1
May	75	139	43,327	523,920	0.3
June	63	139	51,372	679,210	0.4
July	65	137	74,456	583,940	0.3
August	83	167	106,542	1,246,570	0.6
September	57	164	112,137	699,660	0.4
October	51	144	45,391	491,390	0.2
November	40	112	46,177	362,450	0.2
December	19	85	62,315	312,140	0.2
*1974—January	46	99	24,550	285,020	0.1
February	55	119	43,411	432,870	0.2

*Preliminary. †Revised.

STRIKES AND LOCKOUTS, FEBRUARY, 1974, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Fishing & Trapping	1	1	2,000	28,000
Forestry	—	—	—	—
Mines	2	5	2,443	26,670
Manufacturing	28	65	32,716	313,690
Construction	2	7	536	9,440
Transpn. & utilities	8	10	1,878	15,480
Trade	6	10	386	5,410
Finance	—	—	—	—
Service	6	15	2,554	28,800
Public administration	2	6	898	5,380
All Industries	55	119	43,411	432,870

STRIKES AND LOCKOUTS, FEBRUARY, 1974, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Mont: Strikes and Lockouts	Workers Involved	Ma Da
Newfoundland	2	3	900	5,6
Prince Edward Island	—	—	—	
Nova Scotia	1	3	340	3,9
New Brunswick	1	3	513	1,6
Quebec	15	38	14,403	154,8
Ontario	23	40	20,714	185,0
Manitoba	1	4	1,087	19,9
Saskatchewan	1	1	50	1
Alberta	—	3	374	7,4
British Columbia	6	18	3,871	43,6
Federal	5	6	1,159	10,5
All Jurisdictions	55	119	43,411	432,8

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1974 (PRELIMINARY)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
ishing and Trapping						
Fisheries Association of B.C., Various locations, B.C.	United Fishermen (CLC)	2,000	28,000	28,000	Feb. 10 —	Wages—
Mines						
METAL						
Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	372	370	35,330	Sep. 16 Feb. 4	Wages, working conditions, job security—Binding settlement.
Lake Dufault Mines Ltd., Noranda, Qué.	Steelworkers Loc. 6610 (AFL-CIO/CLC)	287	570	570	Feb. 4 Feb. 6	Wages—Not reported.
MINERAL FUELS						
Fording Coal Ltd., (Cominco Ltd.), Elkford, B.C.	Steelworkers Loc. 7884 (AFL-CIO/CLC)	600	6,600	19,800	Jan. 1 Feb. 18	Wages, hours, working conditions—Increase of 33% over 2 years & other improved benefits.
Union Gas Limited, Various locations, Southwestern, Ont.	Oil Workers Locs. 9-810 & 798 Chemical Workers Loc. 683 (AFL-CIO/CLC)	1,109	18,300	18,300	Feb. 6 —	Wages, pensions, vacations—
anufacturing						
OOD AND BEVERAGES						
Christie's Bread, Div. of Nabisco Company Ltd., Toronto, Ont.	Teamsters Loc. 647 (Ind.)	571	2,860	2,860	Feb. 3 Feb. 9	Wages and fringe benefits—Not reported.
UBBER						
Firestone Tire & Rubber Co. Ltd., Hamilton, Ont.	Rubber Workers Loc. 133 (AFL-CIO/CLC)	1,200	1,200	1,200	Feb. 28 —	Wages and fringe benefits—
EXTILES						
J. & P. Coats (Canada) Ltd., Montreal, Que.	Centrale des syndicats démocratiques	250	5,000	8,750	Jan. 11 —	Wages—
Kerilon Canada, Saint-Jérôme, Que.	Rubber Workers Loc. 937 (AFL-CIO/CLC)	100	360	360	Feb. 21 Feb. 26	Union recognition—Agreement reached.
Grand'Mère Mills, Dufresne Yarns and Krinklon Dyrite Ltd., Grand'Mère, Que.	United Textile Workers Loc. 359 (AFL-CIO/CLC)	327	1,640	1,640	Feb. 22 —	Wages—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1974 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
CLOTHING						
Manufacturers Association of Québec, Montreal, Qué.	Amalgamated Clothing Workers Various locals (AFL-CIO/CLC)	6,000	48,000	48,000	Feb. 6 Feb. 25	Wages, fringe benefits, hours work—Wage increase of 85¢ hr. over two years; other benef
Ontario Men's Clothing Manufacturers Association, Toronto and Hamilton, Ont.	Amalgamated Clothing Workers Various locals (AFL-CIO/CLC)	3,393	23,750	23,750	Feb. 14 Feb. 25	Wages—Increase of 84¢ an over two years plus oth benefits.
WOOD						
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,000	73,600	Sep. 13/72 –	Protest against the suspension fellow workers for alleg slowdown–
Weyerhaeuser (Ont.) Ltd., Sault Ste-Marie, Ont.	Woodworkers Loc. 2-1000 (AFL-CIO/CLC)	355	2,130	14,910	Dec. 8/73 Feb. 11	Wages and vacation benefit Settled through mediation; 2- contract with 45¢ in the first y and 35¢ in second year.
Rayonnier Canada, Vancouver, B.C.	Workers Loc. 1-273 (AFL-CIO/CLC)	150	300	300	Feb. 1 Feb. 3	Protest walkout—Return workers.
Dashwood Industries Ltd., Centralia & Mt. Brydges, Ont.	Carpenters Loc. 3054 (AFL-CIO/CLC)	201	2,010	2,010	Feb. 15 –	Cost of living bonus–
FURNITURE AND FIXTURES						
Matelas Suprême Inc., Saint-Narcisse, Qué.	Building and Wood Workers Federation (CNTU)	110	2,200	4,180	Jan. 8 –	Wages and working condition
PAPER						
Scott Maritime Pulp Ltd., Pictou, N.S.	United Paperworkers Loc. 440 (AFL-CIO/CLC)	240	2,910	14,560	Nov. 23/73 Feb. 18	Wages—Two year contract w wage increase of 8.5% annuall
St. Anne Nackawic Pulp & Paper Co. Ltd., Nackawic, N.B.	United Paperworkers Loc. 219 (AFL-CIO/CLC)	375	380	1,130	Jan. 30 Feb. 2	Union not in agreement w following the contract grievan procedure—Grievance gone arbitration.
Dennison Mfg. Co. of Canada Ltd., Drummondville, Qué.	Pulp & Paper Workers Federation (CNTU)	325	6,180	6,180	Feb. 4 –	Wages and fringe benefits–
Cie Price Ltée Kénogami, Qué.	United Paperworkers Loc. 350 (AFL-CIO/CLC)	350	350	350	Feb. 14 Feb. 15	Wages, fringe benefits and w schedule—Increase of 8.5% each year of two-year contract

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
PRINTING AND PUBLISHING						
The Brown Brothers Ltd., Toronto, Ont.	Graphic Arts International Union Loc. 28 B (AFL-CIO/CLC)	106	110	2,180	Jan. 4 Feb. 4	Wages, fringe benefits, review of classification & shorter work week—Dispute settled—agreement reached.
PRIMARY METALS						
Grinnell Co. of Canada, Toronto, Ont.	Steelworkers Loc. 2835 (AFL-CIO/CLC)	220	1,760	12,100	Nov. 23/73 Feb. 13	Not reported—Not reported.
Doehler Canada, Guelph, Ont.	U.E., Loc. 553 (CLC)	144	2,880	4,180	Jan. 20 —	Wages, term of contract—
METAL FABRICATING						
Greening-Donald Ltd., Orangeville, Ont.	Steelworkers Loc. 6266 (AFL-CIO/CLC)	100	2,000	8,200	Nov. 2/73 —	Not reported—
MACHINERY						
Ex-cello Corporation of Canada Ltd., London, Ont.	Moulders Loc. 49 (AFL-CIO/CLC)	170	90	90	Feb. 11 Feb. 12	Interpretation of disciplinary procedure in contract—Issue given to arbitration.
S.K.F. Canadian Co. Ltd., Scarborough, Ont.	Machinists Loc. 901 (AFL-CIO/CLC)	656	6,560	6,560	Feb. 15 —	Wages and fringe benefits—
Howden & Parsons Ltd., Scarborough, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	220	1,980	1,980	Feb. 16 —	Wages and fringe benefits—
Tecumseh Products of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	125	810	810	Feb. 20 —	Wages and fringe benefits—
Carrier Air Conditioning Limited, Bramalea, Ont.	Sheet Metal Workers Loc. 575 (AFL-CIO/CLC)	153	540	540	Feb. 25 —	Wages and fringe benefits—
TRANSPORTATION EQUIPMENT						
Motor Coach Industries, Fort Garry, Man.	Machinists Loc. 1953 (AFL-CIO/CLC)	850	15,790	64,970	Nov. 11/73 Feb. 27	Wages—Wage increase of $1.41 to $1.51 an hr. over a three year contract.
AIMCO Industries Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (CLC)	140	1,390	6,430	Dec. 10/73 Feb. 18	Cost of living clause—Agreement reached; 3-yr. contract with increases totalling $1.11.
United Aircraft of Canada Ltd., Longueuil, Qué.	Auto Workers Loc. 510 (CLC)	2,600	52,000	101,400	Jan. 7 —	Against company's refusal to reinstate 21 suspended workers; wages—
General Motors of Canada, Oshawa, Ont.	International Operating Engineers (AFL-CIO/CLC)	2,500	2,500	2,500	Feb. 25	2,500 auto workers respected picket lines for one day.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1974 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Firestone Steel Products of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	400	800	800	Feb. 26 Feb. 28	In protest of tempora dismissed employee—Agreem reached.
ELECTRICAL PRODUCTS						
Great Lakes Carbon, Berthierville, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	190	3,800	25,460	Aug. 19/73 —	Working conditions—
Westinghouse Canada Ltée Saint-Jean, Qué.	U.E. Loc. 560 (CEC)	272	5,440	17,950	Nov. 26/73	Wages, job evaluation; o provisions—
ITT, Guelph, Ont.	Steelworkers Loc. 6340 (AFL-CIO/CLC)	350	5,600	12,950	Jan. 3 Feb. 25	Wages—Agreement reac wage increase of $1.30 an hr. three years.
Fabricon Mfg. Ltd., Trenton, Ont.	U.E. Loc. 554 (CLC)	109	1,200	1,640	Jan. 28 Feb. 18	Wages—Agreement reac through mediation; 52¢ incr over a two-yr. contract.
Compagnie Transformateurs Philips Saint-Jérôme, Qué.	Steelworkers Loc. 7812 (AFL-CIO/CLC)	117	1,950	2,480	Jan. 29 Feb. 18	Term of contract, wages, other items—Agreement reac 3-yr. contract.
Canadian General Electric Co. Ltd., Various locations, Ont.	U.E., Various locals (CLC)	6,404	77,860	77,860	Feb. 11 —	Wages, duration of contract, of living bonus and other issu
CHEMICAL PRODUCTS						
Canadian Safety Fuse Co., Brownsburg, Qué.	Steelworkers Loc. 14132 (AFL-CIO/CLC)	192	2,110	2,110	Feb. 4 Feb. 18	Wages and fringe bene Settled by mutual agreemer parties.
Construction						
Plastering Association of Toronto, Toronto, Ont.	Plasterers Loc. 48 (AFL-CIO/CLC)	250	5,000	23,500	Oct. 17/73 —	Not reported—
Six insulation contractors, Edmonton, Alta.	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	153	3,060	5,750	Jan. 3 —	Not reported—
Transportation and Utilities						
TRANSPORTATION						
*Maritime Employers Association, Saint John, N.B.	I.L.A. Loc. 273 (AFL-CIO/CLC)	750	9,380	9,380	Feb. 1 Feb. 20	Wages, term of contract—2½ contract reached by mu agreement.
Roadway Transport Ltd., Oshawa, Ont.	Teamsters Loc. 938 (Ind.)	160	320	320	Feb. 6 Feb. 7	Grievance over question seniority rights—Issue settle mutual agreement of parties.

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
*Thibodeau Express, Windsor, Ont.	Teamsters Loc. 880 (Ind.)	100	100	100	Feb. 6 Feb. 7	Not reported—Not reported.
Métropolitain Sud Inc., Longueuil, Qué.	Public Service Employees Federation (CNTU)	160	320	320	Feb. 8 Feb. 12	Wages, vacations, paid holidays, fringe benefits & contract duration—Thirty month contract with wage increases.
Laval Transit Commission, Laval, Qué.	Public Service Employees Federation (CNTU)	336	3,660	3,660	Feb. 15 —	Wages and fringe benefits—
OMMUNICATION						
*Post Office Dept., Toronto, Ont.	Postal Workers Loc. 1 (CLC)	200	200	200	Feb. 10 Feb. 11	In protest of dismissal of employee—Workersorderedback to work by union executive.
rade						
Canada Safeway Ltd., Brandon, Man.	Retail Clerks Loc. 832 (AFL-CIO/CLC)	113	1,700	1,700	Feb. 8 —	Wages—
ervices						
DUCATION						
Memorial University & other employers in Newfoundland, St. John's & other locations in Nfld.	Sheet Metal Workers Loc. 512 (AFL-CIO/CLC)	180	1,080	4,680	Jan. 4 Feb. 11	Wages and fringe benefits—Agreement reached.
Metropolitain Separate School Board, Toronto, Ont.	Public Employees Loc. 1328 (CLC)	300	900	3,600	Jan. 21 Feb. 6	Wages and fringe benefits—Settled through mediation.
York County Board of Education District II, Aurora, Ont.	Ontario Secondary School Teachers Federation	865	17,300	17,300	Feb. 1 —	Wages, fringe benefits and other issues—
RECREATIONAL SERVICES						
Windsor Raceway Holdings Ltd., Windsor, Ont.	Hotel Employees Loc. 743 (AFL-CIO/CLC)	133	400	400	Feb. 26	Cost of living clause and wages—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1974 (PRELIMINARY) (CONCL'

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
MISCELLANEOUS SERVICES						
Modern Building Cleaners, Jet Cleaning Services, Custodian Services, Fredericton, N.B.	Unorganized	120	860	860	Feb. 1 Feb. 11	Wages—Return to work.
Public Administration						
LOCAL ADMINISTRATION						
Cité d'Alma, Alma, Qué.	Public Service Employees Federation (CNTU)	114	1,820	3,870	Jan. 8 Feb. 25	Term of agreement—Agreem reached.
City of Pointe-Claire, Qué., Pointe Claire, Qué.	Public Service Employees Federation (CNTU)	100	400	700	Jan. 29 Feb. 7	Wages—Increase of 47¢ an hr. year and 48¢ second yr.
City of Vancouver, Vancouver, B.C.	Operating Engineers Loc. 963 (AFL-CIO/CLC)	217	220	220	Feb. 4 Feb. 15	Wages—Not reported.
Cité de Sherbrooke, Sherbrooke, Qué.	Municipal Employees Federation (CNTU)	400	1,600	1,600	Feb. 19 Feb. 25	Wages, fringe benefits and co living bonus — Agreem reached.

*Federal Jurisdiction

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